

Company Registration Number: 08591532 (England & Wales)

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

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

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

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NORTHAMPTON SCHOOL FOR GIRLS
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REFERENCE AND ADMINISTRATIVE DETAILS

Members

Mrs F Dewsbery
Mr A Vincent
Mrs L Cullen

Trustees

Ms C Bottle, (resigned as Chair and Trustee 26 September 2023)
Mr R Gray, (appointed as Chair 26 September 2023)
Ms S Webb
Mr P Hampton
Mrs D Lewis
Mrs K Rock (resigned 8 September 2023)
Mrs R West
Mrs A Bhosale
Mrs L Wainwright
Mrs C Taboada-Naya, Headteacher & Accounting Officer

Company registered number

08591532

Company name

Northampton School for Girls

Principal and registered office

Spinney Hill Road
Northampton
NN3 6DG

Senior management team

Mrs C Taboada-Naya, Headteacher
Mrs A Boddy, Deputy Headteacher
Mrs C Carré, Deputy Headteacher
Mrs A Bell, Assistant Headteacher
Mr G Giles, Associate Assistant Headteacher (appointed 1 April 2024)
Mrs E Gother, Assistant Headteacher (appointed 1 January 2024)
Mrs C Green, Assistant Headteacher
Mrs M Kneeshaw, School Business Manager
Mr P Parker, Assistant Headteacher
Mr G Simmons, Assistant Headteacher

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Independent auditors

MHA
Statutory Auditor
Century House
1 The Lakes
Northampton
NN4 7HD

Bankers

NatWest Bank
41 Weston Favell Centre
Northampton
NN3 8FZ

Solicitors

Howes Percival LLP
Nene House
4 Rushmills
Northampton
NN4 7YB

Browne Jacobson LLP
Mowbray House
Castle Meadow Road
Nottingham
NG2 1BJ

NORTHAMPTON SCHOOL FOR GIRLS
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

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

The trust operates an academy for pupils aged 11 to 18 within the county of Northamptonshire. It had a roll of 1756 in the school census on 1 October 2024.

Structure, governance and management

a. Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of Northampton School for Girls Academy Trust Limited are also the directors of the charitable company for the purposes of company law. The charitable company operates as Northampton School for Girls.

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

b. Members' liability

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

c. Trustees' indemnities

The Companies Act 2006 s236 requires disclosure concerning qualifying third party indemnity provisions.

d. Method of recruitment and appointment or election of Trustees

The Articles of Association gives the methodology for the recruitment, appointment or election of Trustees as follows: The Members may appoint up to 4 Trustees, subject to Article 50A.

Article 50A states that the total number of Governors (including the Headteacher) who are employees of the Academy Trust shall not exceed one third of the total number of Governors.

Parent Governors

Subject to Article 57, Parent Governors shall be elected by parents of registered students at the Academy. A Parent Governor must be a parent of a student at the Academy at the time when they were elected.

The Governing Body shall make all necessary arrangements for, and determine all other matters relating to, an election of Parent Governors, including any question of whether a person is a parent of a registered student at the Academy. Any election of Parent Governors which is contested shall be held by secret ballot. The arrangements made for the election of a Parent Governor shall provide for every person who is entitled to vote in the election to have an opportunity to do so electronically, by post or, if they prefer, by having their ballot paper returned to the Academy Trust by a registered student at the Academy.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Structure, governance and management (continued)

Where a vacancy for a Parent Governor is required to be filled by election, the Governing Body shall take such steps as are reasonably practical to secure that every person who is known to them to be a parent of a registered student at the Academy is informed of the vacancy and that it is required to be filled by election, informed that they are entitled to stand as a candidate, and vote at the election, and given an opportunity to do so.

In appointing a Parent Governor, the Governing Body shall appoint a person who is the parent of a registered student at the Academy; or where it is not reasonably practical to do so, a person who is the parent of a child of compulsory school age.

Co-Opted Governors

Governors may appoint up to 5 Co-opted Governors.

A co-opted governor is a member of the School's Governing Body who is appointed by the existing governors, rather than being elected or appointed by external authorities or stakeholders (such as parents, staff). Co-opted governors are selected based on the skills, experience, and knowledge they can bring to the governing body, to help strengthen its overall effectiveness in supporting and overseeing the school. Their role is to contribute to the strategic leadership of the school, ensuring accountability and helping to set the school's vision, ethos, and long-term goals.

Governors may not co-opt an employee of the Academy Trust as a co-opted Governor if thereby the number of Governors who are employees of the Academy Trust would exceed one third of the total number of Governors (including the Headteacher).

e. Policies adopted for the induction and training of Trustees

The Governing Body have adopted the procedures provided in the 'Governors' Induction Handbook' for Northampton School for Girls.

f. Organisational structure

Members

The initial Members of the Academy Trust were the subscribers to the Memorandum of Association. Subsequent Members of the Academy Trust are:

- a) the chair of the Governors;
- b) the chair of the Finance and Audit Committee (or such successor committee which the Governors may determine);
- c) the chair of the Quality of Education Committee (or such successor committee which the Governors may determine); and
- d) any person appointed under Article 16 of the Articles of Association.

The members are responsible for:

- a) Appointing additional members under Article 16;
- b) Appointing additional governors under Article 50.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Structure, governance and management (continued)

The following powers are reserved to the Members:

- a) Amending the articles of association;
- b) Changing the name of the Academy Trust; and
- c) Removing a Director (subject to certain Companies Act formalities).

Governors

Subject to Articles 48 and 49 of the Articles of Association, the Academy Trust has the following Governors:

- a) up to 4 Governors, appointed by the members (under Article 50);
- b) a minimum of 2 Parent Governors (appointed under Articles 53 58);
- c) 3 Staff Governors (subject to Article 50A);
- d) the Headteacher;
- e) any number of co-opted Governors appointed under Article 59.

The roles of the Governors, Headteacher and School Business Manager are identified within the scheme of delegation; as well as the terms of reference for each committee; and the roles and responsibility documentation for each of these named roles.

The Headteacher is the Accounting Officer, designated as accountable for regularity, propriety and value for money.

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

None of the members receive any remuneration for their services.

The pay of key management personnel (the Senior Leadership Team) is determined by the Governing Body. The levels of pay are based on the reference points as detailed in the School Teachers' Pay and Conditions Document (STPCD) 2023, and reflects the size of the academy. These levels of pay are benchmarked through annual review of pay structures in comparable standalone academies.

The Pay Committee, a sub-committee of the Governing board, authorises any increments in this range. There are no bonus arrangements for senior leaders.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Structure, governance and management (continued)

h. Related parties and other connected charities and organisations

Northampton School for Girls is a strategic partner of the Northamptonshire Teaching School Hub, a network of Good and Outstanding academies across all phases and specialisms, aligned with reputable and expert external partners to help to deliver the vision of the self-improving school. Working collaboratively, it forms a powerful community of expertise in Northamptonshire, through partner schools and organisations both regionally and nationally.

Northampton School for Girls is also a delivery partner for Northampton Teacher Training Partnership, Pilgrim and GUTP, all school centred initial teacher training providers. The School now has longstanding partnerships with Ambition Institute, Teach First, Science Learning Partnership, and other smaller national charities responsible for the professional development of staff at all levels.

The Headteacher is in her second year serving on the SEND and Alternative Provision Strategic Board for West Northamptonshire County Council. The strategy focuses on six priority areas towards ensuring better outcomes for SEND families, as West Northants, like many other local authority areas nationally, tackles the challenges towards addressing a lack of specialist school places against a rising additional demand of 20% each year.

Objectives and activities

a. Objects and aims

Northampton School for Girls Academy Trust is committed to a school culture grounded in its core values Respect for Self, Respect for Others and Respect for Learning. These values are encapsulated in its Aims and Objectives, as follows:

1. Raising Educational Standards

- Deliver high-quality education to all students, regardless of background or ability.
- Strive for continuous improvement in teaching and learning to raise achievement.
- Foster a culture of excellence where students are encouraged to reach their full potential.

Strategies for achieving these include: the refinement of data analysis systems across all key stages; a continued focus on securing a high-quality curriculum, with a sustained focus on Mathematics and Science as areas of improvement, continued investment in high quality support systems for all learners, and adaptable approaches in response to students' changing needs.

2. Promoting Student Wellbeing and Personal Development

- Support students' social, emotional, and mental health to help them thrive academically and personally.
- Emphasise and encourage values like respect, resilience, and responsibility, in order to prepare students for life beyond school.
- Provide opportunities for students to develop leadership skills, creativity and confidence.

Strategies for achieving these include: the development of wellbeing ranges that support a graduated response to individual needs, recruitment of a full-time counsellor and wellbeing lead, increase communication with parents, signposting them to relevant information and increase the workshops available to them to support their child's needs, for example, self-harm or anxiety workshops.

Objectives and activities (continued)

3. Providing Strategic Leadership and Governance

- Establish a clear vision, ethos, and strategic direction for the Academy Trust.
- Ensure effective governance and accountability, with a focus on transparency, ethical standards, and compliance.
- Empower school leaders while ensuring consistency in key areas, including curriculum and safeguarding.

Strategies for achieving these include: targeted recruitment of governors in specific areas of expertise, for example IT and Finance. A full review of existing leadership procedures, involving internal review and leading to external review. Ongoing training and support for governors and for leaders within the School.

4. Supporting Staff Development and Retention

- Invest in the professional development and well-being of staff, creating pathways for career growth.
- Develop high-quality training programmes and collaborative opportunities across partnerships to retain skilled educators and leaders.
- Foster a positive and inclusive workplace culture that values staff contributions and encourages innovation, without losing focus on the key priorities of the School.

Strategies for achieving these include: continued focus on reducing unnecessary workload for teachers (so that teachers' time to be taken only with activities that support learning); further development of the in-house CPD programme to meet teachers' needs and the development of partnerships with the Teaching School Hub, other local schools and providers; provision of bespoke training for teachers, reflecting outcomes of the appraisal process and emerging needs; the option of joining a peer-to-peer programme to facilitate professional development.

5. Ensuring Financial Sustainability and Resource Efficiency

- Manage resources effectively to ensure long-term financial health and value for money.
- Make strategic decisions about resource allocation to support student outcomes and operational stability.

Strategies for achieving these include: reinforcing the School's existing financial expertise, exploring opportunities for capital development, an increased focus on promoting the School and its educational excellence and an ongoing review of the IT infrastructure and development.

6. Collaborating with Stakeholders and the Community

- Build strong partnerships with parents, local communities, and external organisations to enhance students' learning experiences, as well as the experiences offered to staff.
- Encourage community involvement and ensure that the Academy Trust's activities align with community needs and values.
- Actively engage with parents and carers to foster a collaborative approach to each child's education.

Strategies for achieving these include: on going development of existing relationships with high quality organisations and proactively seeking out partnerships with other high quality organisations, that support the aims of the School, increased opportunities to work with parents, for example through workshops and forums, in order to strengthen the existing relationships with stakeholders.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Objectives and activities (continued)

7. Encouraging Innovation and Adapting to Change

- Stay responsive to changes in educational policy and adopt best practices to enhance teaching and learning.
- Innovate with new educational techniques, digital tools, and methods that can improve student engagement and achievement.
- Regularly evaluate and adapt strategies to meet evolving needs of students, staff, and the wider educational landscape.

Strategies for achieving these include: development of a business case for increasing leadership expertise in IT and innovation, a full review of current best practice in IT, including IT infrastructure, AI and other areas of innovation, and visiting organisations leading the way in this area.

Values

The Academy Trust commits itself, so far as is lawful in light of the Objects, to conduct its affairs in a manner consistent with the Values.

At Northampton School for Girls, the Values are defined as "Respect for Self, Respect for Others, and Respect for Learning". These values form a foundational part of the School culture.

1. Respect for Self:

Northampton School for Girls encourages students to develop self-respect through personal responsibility, self-reflection, and resilience. This means fostering a sense of pride and integrity in one's behaviour, achievements, and personal growth. Students are taught to value their unique strengths and maintain high standards for their own conduct.

2. Respect for Others:

Respecting others involves empathy, kindness, and understanding diverse perspectives. Northampton School for Girls' community is inclusive and multicultural, so students are encouraged to value the identities, beliefs, and rights of others. This value also emphasises positive social interactions and collaboration, helping students become compassionate members of both the school and the wider community.

3. Respect for Learning:

Respecting learning at Northampton School for Girls is about cultivating curiosity, discipline, and enthusiasm for knowledge. The School maintains high expectations for behaviour and engagement, which fosters an environment where everyone can thrive academically. This respect ensures that students actively contribute to a positive learning atmosphere where their own and others' educational experiences are valued.

Northampton School for Girls' emphasis on these values is central to creating an aspirational and purposeful educational environment where students feel safe, valued, and empowered to excel in all aspects of their school life.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Objectives and activities (continued)

b. Objectives, strategies and activities

The Academy Trust's objects ("the Objects") are specifically restricted to the following:

a. 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 a school offering a broad and balanced curriculum ("the Academy");

b. to promote for the benefit of the inhabitants of Northampton and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

c. Public benefit

The Academy has continued to serve the community through enabling access to its facilities. The school theatre is made available at a reduced cost to community groups and this provides high quality facilities for children and young people across the town. In making this statement it is noted that the Academy Trust's Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission (on their website at Charities and Public Benefit) in exercising their powers or duties.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Strategic report

Achievements and performance

1. Raising Educational Standards: Achievement and Performance

The focus for Northampton School for Girls this academic year has been on supporting all students to make strong progress, ensuring that every young person is on a clear pathway to success and that no child misses out on the full educational experience. Our goal is always to empower students to reach their potential, recognising that success may look different for each individual. We are committed to celebrating the unique strengths of every student, believing that each one has the potential for extraordinary achievement. Our expectations remain high: we encourage all students to strive for excellence, both academically and personally. This approach forms the foundation of our ongoing commitment to the development of the whole child, supporting them to thrive in all aspects of life.

In 2023/2024 we continued to see increased numbers of applications to our school, with the number of feeder schools still remaining large at 84, across three different regions. Our PAN returned to 270, having previously increased as a result of agreeing to take 'bulges' of an additional 20 students to assist the local authority with place planning. We continue to be significantly oversubscribed and maintain a strong reputation across the county.

The trajectory of sixth form admissions also continues to show a positive trend, largely as a result of the breadth of our curriculum offer, our reviewed pathways and the destinations students have gone onto following their sixth form education with us provide a clear indication of the quality of their experience with us.

We continued to see an increase in applications for Special Education Needs and Disability (SEND) places and SEND provision remains a strong focus for the School moving into the next academic year. In January 2023, we appointed an Assistant Headteacher responsible for SEND and Inclusion and this has supported refinement in our existing SEND structures, with an increased focus on notional spend to ensure that we are accessing as much additional funding from the Local Authority in order for us to support the needs of the students in our care.

The School is now making greater use of 'Provision Map', having purchased this in 2022/2023, to enhance the way that it communicates information about the needs of students with SEND to their families and relevant staff. This is now embedded in the School systems, and next year will undergo a full review to ensure that we are maximising the use of the system.

Our Quality Assurance activities are firmly embedded in the School calendar and take place at a whole school and faculty level. These activities continue throughout the year, on a monitoring and evaluation cycle. This monitoring and improvement activity culminated in annual faculty based deep dives taking place in July. To secure accurate analysis along with quality assured plans for rapid improvement, these deep dives were supported with external, subject specific expertise. These are now well-established evaluation and monitoring activities and invaluable in terms of ensuring that school improvement resources are used effectively. Alongside this, we continue to provide professional development opportunities for staff to ensure that they have the subject expertise necessary to support curriculum refinements. This takes the form of internal and external professional development. Expert practitioners within the school that have been identified as experts in key areas of need, have been trained and given time to also support this process.

As well as a sharpened focus on Year 11 and Year 13, we continue to pay particular attention to Year 7 and Year 9 as key transition points in order to accelerate progress when students join us and ahead of embarking on their GCSE courses. The restructuring of our pastoral structures, that began in 2020/2021, is now firmly embedded and ensures that we are able to monitor the pastoral needs of our students, alongside their academic needs, even more closely, settling them into secondary school life swiftly and ensuring that they are supported and challenged in equal measure from the outset.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Strategic report (continued)

Achievements and performance (continued)

We continue to work hard to develop and refine a curriculum which seeks to empower pupils to understand and shape the world around them and takes even greater consideration of the changing demographic of our student body and the changes that are unfolding across the world. In each subject, we ensure that the curriculum provides a coherent programme of study which develops knowledge and skills term by term and year by year.

We remain steadfast in our commitment to developing and refining a curriculum that not only empowers students to understand the world around them but also equips them with the skills and knowledge to shape it for the future – our goal is to prepare them for the challenges and opportunities they will encounter now and later in adulthood. In response to the evolving needs of our diverse student body and the dynamic global landscape, we continue to tailor our curriculum to ensure it remains relevant, inclusive, and forward-thinking. We recognise that this is what appeals to parents when they choose Northampton School for Girls for their children, to our students and to staff.

This academic year, we have placed particular emphasis on ensuring that the curriculum is not only academically rigorous but also broad and enriching, reflecting the changing demographic of our students. As we see an increasing diversity in backgrounds, experiences, and aspirations, our curriculum is continuously adapted to ensure it resonates with every pupil, offering opportunities for all to succeed. This includes a focus on enhancing cultural awareness, global citizenship, and preparing students for an increasingly interconnected world.

In every subject area, we have worked to develop a coherent and sequenced programme of study that builds knowledge and skills progressively from term to term and year to year. Additionally, we have introduced several key curriculum developments this year, including the expansion of our STEM (Science, Technology, Engineering, and Mathematics) offerings, reflecting the increasing importance of these areas in preparing students for future careers. In response to global trends, we have also integrated more global perspectives into subjects such as Geography, History, and Languages, ensuring students gain a broader understanding of international issues and diverse cultures. We are also exploring the incorporation of sustainability and environmental issues into the curriculum, reinforcing the importance of these critical areas in shaping the future of our planet.

Through these ongoing developments, we aim to provide a rich, well-rounded educational experience that not only meets the academic needs of our students but also prepares them to be responsible, thoughtful, and adaptable individuals in a rapidly changing world.

a. Key performance indicators

We are pleased to continue to see a trend of 'well above' performance in Progress 8 Measures.

The tables below, show the improvements in external examinations overtime as a more accurate measure of improvement over time.

PROGRESS 8 OVER TIME					
2017/2018	2018/2019	2019/2020 (Centre Assessed Grades)	2020/2021 (School Assessed Grades)	2021/2022 (Support Materials)	2022/2023
0.32	0.46	No External P8 Published	No External P8 Published	0.71	0.67

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Strategic report (continued)

Achievements and performance (continued)

Note: accountability measures were suspended in 2019/2020 (Centre Assessed Grades) and 2020/2021 (Teacher Assessed Grades) when examinations did not take place in the same way due to the COVID 19 pandemic.

Destinations are as much a part of the successful 'outcomes' we seek for our students as exam grades. We have a highly developed and clear programme of careers advice and guidance, with the greatest support going to the pupils with the greatest need. In 2023/2024, 92% of Post 16 students secured their first choice destination, this is significantly above National average.

2. Promoting Student Wellbeing and Personal Development

At Northampton School for Girls, we place a strong emphasis on the holistic development of our students, recognising that academic success is inextricably linked to their emotional, social, and mental wellbeing. Our commitment to student wellbeing and personal development is embedded across all aspects of school life, from curriculum delivery to extracurricular activities, and we continually review and adapt our approach to meet the needs of our students.

In 2023/2024, we have strengthened our efforts to promote a safe, supportive, and enriching environment where students are encouraged to flourish as individuals, develop resilience, and cultivate the skills necessary to navigate the complexities of modern life.

Wellbeing Curriculum and Mental Health Support

Our approach to promoting student wellbeing is integrated across the curriculum and pastoral systems, with a particular focus on developing emotional intelligence, resilience, and self-awareness.

- **Personal, Social, Health and Economic (PSHE) Education:** PSHE lessons form a core part of our curriculum, focusing on key areas such as mental health, emotional wellbeing, healthy relationships, and life skills. In 2023/2024, we introduced a new module on Managing Stress and Anxiety, which was particularly well-received by Year 10 and 11 students ahead of their GCSE exams. This module provided students with practical strategies for managing academic pressures and personal challenges, equipping them with coping mechanisms they can use throughout their lives.
- **Mental Health Awareness:** In partnership with local mental health services, we ran a Mental Health Awareness Week, where students took part in workshops, discussions, and activities focused on breaking down stigma and increasing understanding of mental health. The initiative included a student-led campaign on social media to raise awareness, which encouraged peers to seek help if they were struggling. We also invited guest speakers, including mental health professionals and former students, to discuss their experiences and offer advice.
- **Wellbeing Mentors:** Each year group has access to a designated Wellbeing Mentor, a staff member who is trained to provide emotional support and guidance on personal development. These mentors meet with students on a regular basis, offering a safe space for students to discuss any concerns related to their wellbeing. In 2023/2024, the Wellbeing Mentor programme was expanded to include group sessions, allowing students to discuss shared challenges and support each other in a peer-led environment.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Strategic report (continued)

Achievements and performance (continued)

Pastoral Support and Emotional Health Services

Our dedicated pastoral team works closely with students to ensure they are supported in all aspects of their personal development. In addition to the standard pastoral care provided by form tutors, we offer more targeted support to students with specific needs.

We continue to offer in-house counselling services, with two full-time, qualified counsellors available for students to access confidential support. In 2023/2024, we saw a 15% increase in students accessing counselling, reflecting the growing recognition of the importance of emotional wellbeing. Students are encouraged to refer themselves, and referrals are also made by staff when concerns are identified. The counselling team also provides support to staff, ensuring a whole-school approach to wellbeing.

In addition to our internal services, we collaborate with external agencies such as Place2Be and Young Minds to provide further mental health support and resources for students. In 2023/2024, these partnerships have enabled us to offer targeted interventions for students who may be at risk of falling behind in their emotional or mental health development.

Each term, we hold a Wellbeing Week, dedicated to promoting a range of wellbeing initiatives, from mindfulness sessions to fitness challenges. These events are designed to encourage students to focus on their mental and physical health in a fun and engaging way. In Spring 2024, Wellbeing Week featured activities like stress-busting workshops, and nutritional advice to ensure that students are supported in all aspects of their health.

Promoting Personal Development through Enrichment Activities

We believe that personal development goes beyond the classroom, and we offer a wide range of extracurricular opportunities for students to build confidence, learn new skills, and explore their interests.

We offer numerous student leadership opportunities, such as the Charter for Unity and Equality Council, the Eco Council and Eco Committee, the Fair Trade Committee, Student Leadership Team opportunities and Peer Mentoring Programme. In 2023/2024, over 500 students were involved in these programmes, supporting their peers through academic tutoring, mentoring, and contributing to school-wide initiatives. The Sixth Form Student Leadership Team plays an active role in shaping school policy and events, including the development of the school's Anti-Bullying Campaign, which empowers students to take the lead in promoting inclusivity and respect.

With over 40 extracurricular clubs and societies running across the year, students have the opportunity to explore areas beyond the curriculum, ranging from debate clubs to creative writing, coding clubs, and sporting activities. This year, we increased the number of clubs taking place at lunchtime and introduced a new Wellbeing Club focused on creative expression and relaxation activities such as art therapy, which was particularly popular among students in Key Stage 4.

We actively encourage our students to engage in charity events and with the local community through volunteering programmes. In 2023/2024, students contributed over 4,000 hours to local charities and community projects. Notable projects included working with elderly residents at a local care home, organising fundraising events for local food banks, and helping to run after-school clubs for primary school children. These activities help students develop empathy, leadership skills, and a sense of social responsibility.

Safeguarding and Inclusive Support

Student wellbeing is supported by a strong safeguarding framework, ensuring that every student feels safe, valued, and included.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Strategic report (continued)

Achievements and performance (continued)

We have continued to embed a culture of inclusion throughout the school, ensuring that all students, regardless of background or ability, feel supported in their personal development. This year, we launched a new Diversity and Inclusion initiative to celebrate the diverse backgrounds of our students and promote understanding and respect. This included workshops on cultural awareness, LGBTQ+ inclusion, and the creation of safe spaces for students to express their identities.

In 2023/2024, we revised our Anti-Bullying Policy to include clearer guidance on online bullying and mental health support for victims. The Sixth Form Student Leadership Team has been instrumental in promoting anti-bullying initiatives, including peer-to-peer workshops and the establishment of a dedicated anti-bullying helpline.

Careers Education and Preparation for the Future

Student wellbeing is also supported through our Careers Education, Information, Advice, and Guidance (CEIAG) program, which helps students build the confidence and skills necessary to make informed choices about their future.

Our careers programme provides one-to-one guidance, career fairs, and a wide range of workshops designed to support students in their career aspirations. In 2023/2024, all Year 10 and 11 students had access to mock interviews, CV writing workshops, and advice on apprenticeship and university applications. Our careers advisors also offer personal development support to help students build self-confidence, resilience, and communication skills, essential for success in the future.

3. Providing Strategic Leadership and Governance

At Northampton School for Girls, we understand that strong leadership and governance are essential for ensuring that the school remains on a path of continuous improvement and delivers the best possible outcomes for all students. Our leadership structure is designed to promote clarity of purpose, accountability, and collaborative decision-making. We are committed to providing strategic direction, monitoring progress, and ensuring that the school's resources are used effectively to meet our core objectives of academic excellence, personal development, and wellbeing.

The governance of Northampton School for Girls is overseen by the Board of Trustees, which is responsible for ensuring that the school operates in accordance with its vision, values, and strategic priorities. The Trustees work closely with the Senior Leadership Team to monitor performance, assess the effectiveness of teaching and learning, and ensure that the school's financial resources are aligned with its strategic goals.

In 2023/2024, the governance structure was strengthened through several initiatives designed to increase accountability and improve decision-making processes. The Board of Trustees at Northampton School for Girls includes individuals with a broad range of expertise, including education, finance, law, and community engagement. In 2023/2024, we welcomed a new trustee, one with extensive experience in community work and stakeholder engagement. This addition brings fresh perspectives and valuable skills to the governance of the school.

The Senior Leadership Team, led by the Headteacher, works in close collaboration with the Trustees to define and implement the school's strategic vision. The School Improvement Plan for 2023/2024 outlined specific targets for academic performance, student wellbeing, and staff development. The effectiveness of the strategic plan is continually monitored through data analysis, student feedback, and performance reviews. In 2023/2024, the Headteacher's Report to the Board highlighted the progress made in achieving academic targets, and in other priority areas. Trustees receive detailed reports on student progress, staff performance, and financial health at regular intervals to ensure that the school remains on track to achieve its goals.

Strategic report (continued)

Achievements and performance (continued)

4. Leadership Development and Succession Planning

At Northampton School for Girls, we are committed to nurturing strong leadership across all levels of the school, understanding that effective leadership is integral to our success. In 2023/2024, we continued to build on our Leadership Development Programme, which was designed not only to support current leaders but to equip emerging leaders with the skills and experience necessary to step into senior roles. A central feature of this programme was the integration of talent management systems, which have been essential in identifying, developing, and retaining talent within the school. These systems allow us to track the progress of staff members, provide regular feedback, and create tailored development plans to help individuals achieve their career aspirations.

A key component of the Leadership Development Programme has been the focus on mentoring and coaching, which has been supported by an overhaul of the Professional Review process. This process has been integral in helping leaders reflect on their performance and identify areas for growth. Through ongoing professional development, including leadership training workshops and external seminars, staff are able to further hone their skills in areas such as effective team leadership, data-driven decision-making, and managing change.

Succession planning remains a critical focus for the SLT and the Board, ensuring that there is a clear and sustainable leadership pipeline within the school. As part of this process, we have created and developed a talent management framework to support the identification of staff with high potential and provide them with tailored opportunities for professional growth. For example, in 2023/2024, we created a new leadership tier of 'Associate Assistant Headteachers' to act as a stepping stone into the Senior Leadership Team from within the School's existing pipeline of talent, which demonstrated the effectiveness of our internal development programmes.

5. Stakeholder Engagement and Collaborative Leadership

Good governance at Northampton School for Girls also involves ensuring that the views of key stakeholders, including students, parents, and the local community, are considered in the decision-making process.

The Student Council, which includes representatives from all year groups, plays a key role in providing feedback on school policies, initiatives, and the overall student experience. In 2023/2024, the Student Council worked with the leadership team to review and update the school's anti-bullying policy and to introduce new initiatives focused on student wellbeing and mental health awareness. This collaboration ensures that student needs and perspectives are integrated into the school's strategic priorities.

In 2023/2024, the school held several parent forums and workshops on topics such as digital safety, mental health, and transitioning to post-16 education. These sessions provided parents with the opportunity to engage with senior leaders and ask questions about the school's strategic direction. Feedback from these events is used to inform the school's development plans and to ensure that parents remain active partners in supporting their children's education.

The School maintains strong relationships with local businesses, charitable organisations, and other schools. For example, our collaboration with the Northampton Teaching School Hub and the Science Learning Partnership has allowed us to share best practices and participate in joint professional development programs. These partnerships also provide valuable opportunities for our students, including work experience placements and access to a wider network of professionals.

Strategic report (continued)

Achievements and performance (continued)

6. Supporting Staff Development and Retention: Outstanding People and Leadership

At Northampton School for Girls, we hold the belief that our staff are our greatest asset, and we are committed to ensuring that they are supported, valued, and developed throughout their careers with us. We expect the very highest professional conduct from all our staff, recognising that their dedication, resilience, and care directly impact the success and wellbeing of our students. We foster a culture where staff are empowered to be at their best and are encouraged to pass on this sense of excellence to the children they teach, ensuring that every aspect of their work contributes to the school's mission of providing the highest standards of education and care.

We are dedicated to nurturing a professional environment that prioritises the wellbeing of our employees, understanding that a supported and content workforce is critical to both the success of the school and the retention of top talent. With this in mind, our approach to recruitment and retention is built upon a foundation of care, respect, and professional development.

Staff Wellbeing and Support

A central focus of our recruitment and retention strategy is the wellbeing of our staff. In 2023/2024, we have continued to enhance the wellbeing provisions available to our staff, ensuring they have access to resources, guidance, and support throughout their time at NSG.

We have expanded our partnership with Employee Assist, the provider of our Employee Assistance Programme, offering a range of wellbeing-focused webinars throughout the year. Topics covered in 2023/2024 included Mental Health Awareness, Wellbeing and the Menopause, and other essential health and wellbeing topics. These sessions have been well-received and reflect our commitment to supporting staff in maintaining their mental and physical health.

Recognising the importance of addressing all aspects of staff wellbeing, we introduced a specific focus on Menopause Awareness. A "Wellbeing in the Menopause Cafe" workshop was delivered for staff, and extended guidance was provided to line managers to better support colleagues going through this life stage. This initiative is part of our wider efforts to create an inclusive, supportive working environment that addresses the needs of all staff.

To further enhance our support for staff wellbeing, we appointed a Staff Wellbeing Lead in 2023. This role has played a key part in coordinating increased wellbeing activities and has been instrumental in gathering regular feedback from staff on their needs and how we can continue to improve. By capturing these insights, we are able to respond proactively to emerging issues and ensure that our staff feel valued and heard.

NSG People Strategy

In 2023/2024, we have continued the full implementation of our NSG People Strategy, an overarching framework designed to bring together all of our work on staff support, wellbeing, professional development, and retention. The aim of this strategy is to ensure that every member of staff at NSG is aware of the extensive support systems available to them, whether that's in terms of wellbeing, career development, or work-life balance.

Key components of the NSG People Strategy include:

- **Wellbeing Support:** The strategy places a strong emphasis on staff wellbeing, with initiatives ranging from regular wellbeing surveys and feedback loops to the implementation of mindfulness sessions and fitness challenges. These efforts are designed to ensure that staff are given the tools and resources to maintain both physical and mental health, ultimately helping to prevent burnout and stress.

NORTHAMPTON SCHOOL FOR GIRLS
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Strategic report (continued)

Achievements and performance (continued)

- **Flexible Working:** Recognising the importance of work-life balance, we continue to support flexible working arrangements where possible. We offer options such as part-time roles, job sharing, and flexible hours to help staff balance their professional and personal responsibilities. This flexibility has been crucial in retaining high-quality staff who may have personal commitments, contributing to a more inclusive and supportive work environment.
- **Workload Reduction:** As part of our ongoing commitment to staff retention, we have prioritised workload reduction initiatives. This includes simplifying administrative tasks, enhancing the use of technology to improve efficiency, and ensuring that staff have a manageable workload that allows them to focus on what they do best—teaching and supporting students. We continue to review and refine these processes to ensure that the demands placed on staff remain sustainable.

In 2023/2024, we have strengthened our recruitment and retention strategy by focusing on the aspects of our school that make NSG an attractive place to work. We recognise that to attract and retain the best talent, we must present ourselves not only as a school that offers professional growth but as one that genuinely values its staff and fosters a positive working culture.

We believe in offering clear pathways for career development and progression. Our Leadership Development Programmes, supported by the Northampton Teaching School Hub and other networks, ensure that staff have access to tailored training, leadership opportunities, and professional qualifications. By providing these development opportunities, we empower our staff to grow within the school and enhance their teaching careers.

Our school culture is built on a sense of belonging and collective responsibility. Staff at Northampton School for Girls are encouraged to be part of a supportive community, whether that is through team-building activities, subject-specific networks, or cross-department collaboration. We aim to create a workplace where everyone feels valued, heard, and motivated to contribute to the success of the school. Staff surveys are undertaken three times a year and consistently demonstrate that over 95% of staff are proud or very proud to work at the School.

Staff achievements are regularly celebrated, through recognition in meetings and communications. We believe that recognising the hard work and contributions of our staff fosters a positive work environment and reinforces a sense of pride in working at Northampton School for Girls. This is an area that we intend to further develop in 2024/2025.

Leadership at All Levels: Empowering Staff and Creating Agency

At Northampton School for Girls, we firmly believe that leadership is not limited to senior positions but is embedded at every level of the school. Every adult in the school is a role model, and we trust them to set the direction, uphold our values, and lead by example. Our expectation is that every staff member takes ownership of their role, demonstrates initiative, and acts in the best interest of our students.

In 2023/2024, we continued to focus on developing leadership across the school, building on the extensive training and professional development work that took place in previous years. Throughout the year, we provided targeted leadership development for our Heads of Faculty and other TLR holders. This training was designed to further refine their skills in supporting and developing their teams, fostering a positive and supportive culture within their faculties. These leaders play a crucial role in ensuring that the school's values are reflected in the day-to-day working environment and in creating the conditions for all staff and students to thrive.

NORTHAMPTON SCHOOL FOR GIRLS
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Strategic report (continued)

Achievements and performance (continued)

Our commitment to leadership development was also evident through our ongoing collaboration with the Northamptonshire Teaching School Hub, where we ran National Professional Qualifications for aspiring leaders. These qualifications are a core part of our strategy to nurture and develop leadership talent within the school, ensuring that our current and future leaders are equipped with the knowledge, skills, and expertise to drive positive change. In 2023/2024, we expanded this initiative by offering more targeted NPQ pathways for those in middle leadership roles, in recognition of their pivotal position in shaping the school's culture and improving outcomes for students.

To further support leadership growth, we continue to engage in internal secondment opportunities for staff across different areas of the school, as well as external secondment opportunities, for example in SEND, Sport and Business. This provides staff members with the chance to gain exposure to leadership roles outside their current positions, allowing them to broaden their skill sets and enhance their leadership capabilities. These secondments were not only valuable for individual development but also supported collaboration across faculties and strengthened cross-school working.

Our commitment to empowering all staff is part of our wider approach to Professional Development. In 2023/2024, we continued to build on an enhanced CPD programme which included a range of opportunities such as mentorship schemes, coaching opportunities, and leadership workshops. We recognise that leadership is a continuous journey, and through these initiatives, we provide the support and resources necessary for all staff to grow as professionals and leaders.

Looking Ahead

As we move into the future, we will continue to build on these foundations. The retention of our talented staff is a top priority, and we will remain agile, adapting our approaches as necessary to meet the changing needs of our workforce. We are committed to ongoing dialogue with our staff to ensure that we continue to offer a workplace that supports them professionally, personally, and in terms of their overall wellbeing.

We recognise that the recruitment and retention of high-quality staff is essential to the continued success of Northampton School for Girls. By fostering a supportive, inclusive, and development-focused environment, we aim to ensure that our staff are not only able to perform at their best but are also motivated to stay with us for the long term.

7. Ensuring Financial Sustainability and Resource Efficiency

At Northampton School for Girls, we remain dedicated to optimising our financial resources to ensure that every pound invested directly supports the academic success, wellbeing, and holistic development of our students. Our strategic and financial planning approach has become even more comprehensive in 2023/2024, with an unwavering focus on aligning resource allocation to our long-term educational vision and operational sustainability.

In 2023/2024, our budget was meticulously directed toward areas with the highest impact on student outcomes. Priority investments included enhanced staff development, curriculum enrichment, and bolstered student wellbeing services, ensuring that our financial decisions fostered improvements in teaching quality and the overall student experience. This efficient use of resources has allowed us to maintain high standards in education delivery while supporting initiatives that directly benefit students.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Strategic report (continued)

Achievements and performance (continued)

We continue to apply rigorous performance benchmarks and monitor various financial metrics to maintain prudent cost management. Staffing costs, a significant portion of our expenditure, have been carefully managed to maintain optimal student-teacher ratios and uphold our commitment to quality teaching. Our focus on attracting and retaining high-calibre educators through targeted recruitment, professional development, and wellbeing support has been central to our financial strategy, despite the challenges posed by a very competitive recruitment environment.

The rising cost of energy has presented additional financial challenges, impacting operational expenditures. In response, we expanded our energy-saving initiatives to include advanced smart thermostats, comprehensive LED lighting upgrades, and increased adoption of digital learning tools. These measures not only mitigate energy costs but also reduce our environmental footprint, in line with our commitment to sustainability.

Capital expenditure has been carefully prioritised to ensure that investments support long-term student success. In 2023/2024, we continued upgrading our technology infrastructure, enhancing classroom facilities, and integrating digital resources into the curriculum. These improvements align with our goal of providing a modern, resource-rich learning environment that empowers students to thrive. In the coming year, we will continue to invest in our School environment, recognising the significance to making students and staff to feel proud of their school.

Through disciplined financial management, we ended the 2023/2024 fiscal year with a modest surplus, which will be reinvested into future educational initiatives. This strong financial position allows us the flexibility to respond proactively to emerging challenges, while continuing to enhance teaching, learning, and facilities.

Looking ahead, we are mindful of the ongoing pressures related to staffing costs, supply needs, and energy expenses. We will closely monitor these areas and make strategic adjustments as necessary, ensuring we remain resilient and financially sustainable in a challenging economic climate. By maintaining a robust financial planning process centered on educational outcomes, we are confident that Northampton School for Girls will continue to make effective use of our resources to support our students' success in the years to come.

8. Collaborating with Stakeholders and the Community

Northampton School for Girls has long been committed to fostering strong partnerships with a wide range of stakeholders, both within the educational sector and in the broader community. In the 2023/2024 academic year, this commitment has been further strengthened through collaborative initiatives that support the school's mission to provide an enriching, forward-thinking education while meeting the evolving needs of its students.

Our approach to stakeholder engagement is rooted in the belief that collaboration enriches the educational experience for all involved. Through effective partnerships with parents and carer, local schools, professional networks, and community organisations, we aim to enhance the quality of education at Northampton School for Girls while also contributing to the development of the wider educational landscape in Northamptonshire.

Northampton Teaching School Hub (NTSH)

As a partner within the Northampton Teaching School Hub (NTSH), Northampton School for Girls plays an integral role in supporting the professional development of teachers across the region. The NTSH is a central initiative designed to improve the quality of teaching through the delivery of high-quality initial teacher training (ITT), professional development, and leadership support. As a strategic partner and key participant in this network, Northampton School for Girls collaborates with other local schools to provide:

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Strategic report (continued)

Achievements and performance (continued)

- **Initial Teacher Training (ITT):** hosting trainee teachers, offering them practical experience in a range of subjects. Our experienced teachers provide mentoring and training to help shape the next generation of educators.
- **Continual Professional Development (CPD):** contributing to a variety of CPD offerings, ensuring that teachers within our school and across the local region have access to the latest pedagogical research and best practices. These programs cover areas such as assessment for learning, subject-specific training, leadership development, and inclusive teaching strategies.
- **Leadership Development:** supporting the development of middle and senior leaders, providing opportunities for staff to enhance their leadership skills and knowledge. This is critical in developing the future leaders of both Northampton School for Girls and the wider educational community.

By working closely with the NTSH, Northampton School for Girls ensures that we not only contribute to the professional development of the teaching workforce but also stay at the forefront of educational innovation.

Science Learning Partnership

Northampton School for Girls is proud to be part of the Science Learning Partnership (SLP), which aims to support and enhance the teaching of science in schools across Northamptonshire and beyond. Through this partnership, we work with local schools and external organisations to:

- **Deliver Specialist Science CPD:** Northampton School for Girls science department collaborates with the SLP to offer high-quality CPD sessions to science teachers. These sessions focus on innovative teaching methods, the latest scientific developments, and strategies for engaging students in science subjects.
- **Support STEM Initiatives:** Northampton School for Girls plays a proactive role in encouraging girls' participation in STEM (Science, Technology, Engineering, and Mathematics) fields. By partnering with the SLP, we provide opportunities for students to engage in STEM enrichment activities, such as science fairs, workshops, and field trips.
- **Collaborative Projects and Networks:** We engage in regional and national networks of science educators, enabling the sharing of resources, ideas, and expertise to improve science teaching across the area. These partnerships help to raise standards and provide a supportive environment for teachers to grow in their roles.

Maths Hub

The Maths Hub network plays a pivotal role in supporting the development of mathematics teaching across the region. As part of this initiative, Northampton School for Girls works closely with the Northamptonshire Maths Hub to:

- **Lead Collaborative Teaching and Learning:** Northampton School for Girls mathematics department contributes to collaborative learning projects, sharing effective teaching strategies and resources with colleagues in other schools.
- **Improving Outcomes in Mathematics:** Through the Maths Hub, we support schools in addressing challenges related to student achievement in mathematics, particularly at GCSE and A-Level, for example through hosting and partnering to deliver Mathematics conferences, such as the one that took place at Northampton School for Girls in June 2023. We collaborate on strategies to close achievement gaps and raise expectations for all learners.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Strategic report (continued)

Achievements and performance (continued)

Northamptonshire Sport

NSG is actively engaged with Northamptonshire Sport, which promotes physical activity and sport across the county. Our collaboration focuses on:

- **Sports Development and Competitions:** Northampton School for Girls is involved in hosting and organising a variety of sports events, from inter-school competitions to regional tournaments. This partnership ensures that students have access to a wide range of extracurricular activities and sporting opportunities and is facilitated through the secondment of a leader from the P.E faculty to the charity.
- **Promoting Physical Literacy:** In collaboration with Northamptonshire Sport, NSG supports initiatives aimed at improving physical literacy across the student body, encouraging lifelong participation in physical activity. This includes promoting healthy lifestyles, wellbeing, and mental health through sport.
- **Inclusive Sports Initiatives:** NSG also works to ensure that students with disabilities or additional needs are provided with appropriate sports opportunities. We partner with Northamptonshire Sport to deliver inclusive programs that cater to students of all abilities, fostering a culture of inclusion and teamwork. These take place throughout the year and are fundamental to our commitment to inclusivity.

Collaboration with Local Schools

NSG is deeply committed to supporting other local schools, particularly through collaborative partnerships aimed at raising standards across Northamptonshire. These collaborations include:

- **Community Outreach and Enrichment:** Northampton School for Girls works with a number of local schools to run community outreach initiatives, such as mentoring programs, peer tutoring, and subject-specific workshops. These programs help to support the education of pupils in the local community and provide our students with leadership and volunteering opportunities.
- **Secondary School Networks:** As part of local educational networks, Northampton School for Girls regularly meets with other secondary schools to discuss curriculum development, transition support, and shared challenges. This enables schools to work together in ensuring a smooth transition for students between primary and secondary education and in providing a consistent standard of education across the area.
- **Equality, Diversity and Inclusion:** Northampton School for Girls is committed to working with other local schools to build on its successes in this area and to extend its reach. Lead by the Charter for Unity and Equality Council, a student lead council, collaborative events take place regularly throughout the year, organised and delivered by representatives of the School and hosted at the School, for example the annual EDI conference that is now well-established.

9. Encouraging Innovation and Adapting to Change

In 2023/2024, Northampton School for Girls has continued to demonstrate a strong commitment to innovation and adaptability in the face of evolving educational challenges. One key example of this is the school's ongoing efforts to integrate cutting-edge technology into the curriculum. NSG has embraced digital learning tools and platforms, for example through its work with Century Tech, to enhance both teaching and student engagement, ensuring that students are equipped with the skills needed to succeed in an increasingly digital world. For instance, the introduction of blended learning models, which combine face-to-face teaching with online resources, and the increased use of AV robots has allowed the school to respond effectively to ongoing disruptions caused by external factors or to students not being able to attend school for differing reasons. This flexible approach not only ensures that students do not fall behind, but also empowers them to take greater ownership of their learning, fostering independent study skills and resilience.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Strategic report (continued)

Achievements and performance (continued)

Recognising the growing importance of supporting students' emotional and psychological needs, the Northampton School for Girls expanded its wellbeing programmes to address the challenges posed by a post-pandemic world. In 2023/2024, NSG launched a new series of workshops focused on building resilience and managing stress, aimed at both students and staff. This initiative has been complemented by the creation of a peer support network, where trained student volunteers provide guidance and support to their peers and with an increased number of staff trained in Mental Health First Aid. The School also continues to increase its partnerships with local mental health services to ensure that students and families have access to timely and relevant resources. This holistic approach to well-being reflects Northampton School for Girls' commitment to fostering a supportive, inclusive environment where students can thrive both academically and personally.

This year, the School has made notable strides in championing sustainability and environmental responsibility, reflecting its adaptability to global concerns surrounding climate change and environmental stewardship. In 2023/2024, the School took part in the national Green Schools Project, where students worked on a range of initiatives aimed at reducing the school's carbon footprint and raising awareness about environmental issues. These included an expanded recycling programme, energy-saving measures, and student-led campaigns to encourage sustainable habits such as reducing single-use plastics. In addition, the school's Science Faculty has integrated more environmental science content into its curriculum, allowing students to engage directly with real-world issues like climate change, biodiversity, and sustainable development.

b. Going concern

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

Financial review

During the year ended 31 August 2024, total incoming resources were £12,832,579 (2023 - £12,000,403). Total expenditure was £12,489,134 (2023 - £11,201,376). The in-year surplus was £343,445 (2023 - £992,403) excluding pension reserve and restricted fixed asset funds.

At 31 August 2024, the net book value of fixed assets was £4,140,423 (2023 - £4,234,763).

At 31 August 2024, unrestricted funds are £978,889 (2023 - £841,423).

The teacher pay increase for 2023/2024 was awarded at a higher rate than expected and Teachers Pay Additional Grant (TPAG) was received from ESFA to contribute towards this additional cost. However, there remained an imbalance due to the Academy having a significant number of specialist teachers being paid on the Upper Pay Scales and the Academy. Consequently, the Academy ensured strategic staffing decisions throughout the year to manage staffing costs.

The continuation of Recovery and Tuition funding enabled the trust to provide further small group teaching and tutoring for students when gaps in learning were identified.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

a. Reserves policy

The Academy intends to hold 3 months of reserves which would enable the Academy to continue its work in case of a change in grant income and spending needs. In year reserves are set to cover unexpected staffing costs and to manage emergency requirements, such as urgent maintenance. Reserves for significant expenditure (including refurbishment or large equipment costs) are planned for taking into account cash flow forecasts.

During this accounting period of 2023/2024, capital was spent on various school improvements. As a result of one-way systems being enforced during Covid, fire doors on each floor of two main school buildings were in need of replacement, one of which was completed within the accounting period, and the other soon after. The Academy telephone system had a complete upgrade with new handsets throughout the school.

Investment was made in ICT by upgrading a computer suite and providing additional IT devices in the Sixth Form to accommodate the increase in student numbers. Capital funding was utilised to purchase new connectivity and lighting equipment for the Spinney Theatre to offer a more professional experience to student performers and external hirers.

The reserves are managed by the Finance and Audit Committee, who deploy the reserves as required in accordance with the Academy's financial plans or, in an emergency, to affect an urgent solution.

At 31 August 2024 the total funds comprised:

Unrestricted	978,889
Restricted: Fixed asset funds	4,162,027
Pension reserve	(94,000)
Other	2,992,173
	<hr/>
	8,039,089
	<hr/>

b. Investment policy

Investments will only be made that are consistent with the Academy's charitable status and in line with policies which would be approved by the Governing Body. During the period, the only investments were cash balances held with NatWest Bank.

c. Principal risks and uncertainties

The School has been oversubscribed for a significant period of time and the town's school population is projected to rise over the next 10 years, therefore the risk from a falling roll is small. However, risks from the opening of new schools and the extension of sixth form study opportunities do exist in a real sense.

The Academy is aware of the future financial challenges of reduced funding (particularly post 16), increases in staffing costs (salaries and on costs), significant increases in energy costs and the annual inflation in fixed PFI costs will place considerable pressure on the Academy's finances.

Aside from the swimming pool and theatre, the school is operated through the Public Finance Initiative (PFI) and therefore the maintenance of the main buildings in the school is secure. However, the school-owned buildings require considerable investment to maintain their standard and upkeep.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

The Academy provides two services for students that have associated risks: bus service and music lessons. The Academy manages additional music lessons from external providers (mainly NMPAT), which ensures a high-quality service that students may access. The Academy also runs its own bus service, subsidised by the Governing board, so that students may travel to the school from all parts of the town. The costs of the service have increased significantly, increasing the risk of falling numbers on the bus routes which places an additional financial pressure on the school.

The school is receiving more students with complex needs and, whilst the school welcomes all students to benefit from its provision, the cost of providing adequate support as external services face shortages and difficulties are set to rise.

The final identified risk, the cost of providing cover for staff absence is difficult to predict and can place a strain on the Academy's financial resources.

Fundraising

Northampton School for Girls Academy Trust does not use professional fundraisers or commercial participators. As part of our commitment to the wider community, students are encouraged to raise money for registered charities, and are supported and monitored in this: any students wishing to run a charity event are required to present a written submission which includes, for example, the charity number (fund-raising for unregistered charities is not allowed) and that is passed to a senior member of staff for checking and authorisation.

Fundraising in excess of £401 was raised for Young Minds, a mental health charity for children and young people, Save the Children and the British Dental Association.

In December 2023 Sixth Form students organised a non-uniform day to collect donations for a local food bank, and the event was an enormous success resulting in multiple mini-bus trips required to deliver the plethora of food donations received.

Plans for future periods

In the next academic year 2024/2025, the Academy will strive to continue to reach targets identified in the School Improvement Plan. Principally, the focus will continue on raising attainment and achievement, closing the gap between disadvantaged and non-disadvantaged students and raising the achievement of students with a high prior attainment. There will also be a sharper focus on the Sixth Form, in order to support our commitment to inclusion and in response to government reforms.

In terms of capital works, Trustees have committed to a continued investment in ICT hardware in order to support and improve the quality of teaching and learning, plus investment in the academy environment, ensuring furniture and equipment is maintained at a high standard. Governors have also committed to the purchase of two new school minibuses to facilitate the variety of activities where Northampton School for Girls students are representing the trust, including but not limited to sporting fixtures, musical and performing arts events, Duke of Edinburgh and Young Enterprise events. The Academy continues to work closely with West Northamptonshire Council to refurbish the existing swimming pool, ensuring accessibility for all students at Northampton School for Girls, whilst facilitating local swimming and community groups.

Funds held as custodian on behalf of others

There are no funds held on behalf of others.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Disclosure of information to auditors

Insofar as the Trustees are aware:

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

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 2 December 2024 and signed on its behalf by:


.....
Mr R Gray
Chair of Trustees

NORTHAMPTON SCHOOL FOR GIRLS
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GOVERNANCE STATEMENT

Scope of responsibility

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

As Trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

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

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 6 times during the year.

Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Ms C Bottle, (resigned as Chair and Trustee 26 September 2023)	0	0
Mrs L Wainwright	6	6
Mr R Gray, (appointed as Chair 26 September 2023)	0	1
Ms S Webb	6	6
Mrs D Lewis	4	6
Mrs K Rock	4	6
Mrs K Rock (resigned 8 September 2023)	0	0
Mrs C Taboada-Naya, Headteacher & Accounting Officer	6	6
Mr P Hampton	6	6
Mrs A Bhosale	6	6

During the year, two Trustees have resigned and one trustee has been appointed. The Governors are directly involved in school improvement and evaluation processes (save those relating directly to Finance and Audit). The number of meetings throughout the year reflects this. The Governing Board has found this structure of benefit in ensuring that all members of the board have a thorough understanding of the school, its values and objectives. Individual roles were assigned linked to the objectives of the school improvement plan, which were combined to give an even greater whole.

The Governing Board's work has been supported through the use of regular training sessions, delivered both by the school and external providers, with topics ranging from safeguarding, to appeals training and preparation for Ofsted.

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Governing Board holds the school leaders to account by:

- Reviewing critical information required to measure the effectiveness of the academy. This includes termly (as a minimum) analysis of key performance indicators as identified by the DfE, including examination performance and attendance measures, which may then be evaluated against national data.
- Providing challenge and support to the Senior Leadership Team in reviewing school performance, including the implementation of the School Improvement Plan and the quality of self-evaluation as documented with the Self Evaluation Form (SEF).

In 2019, the Governing board introduced a Quality of Education Committee.

The Governing Board undertakes annual self-review and skill-audit. The skill audit demonstrates that there is a breadth of skills, qualities and experience across the Governing board, including finance, legal and project management. This skill set allows governors to rigorously interrogate the data presented to ensure they are satisfied with the quality and reliability of data presented to them.

The Quality of Education Committee has met 3 times this year, attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Ms C Bottle (resigned 26 September 2023)	0	0
Mrs D Lewis	3	3
Mrs C Taboada-Naya (Headteacher)	3	3
Mrs R West (Staff Trustee)	0	3

The Finance and Audit Committee is a sub-committee of the main Board of Trustees. Its purpose is as follows:

- To review financial long-term planning and resourcing.
- To identify priorities and present the annual budget to the Governing Board for approval in line with the School Improvement Plan. This includes making recommendations on staff deployment across the school, and receiving reports on in-year staffing decisions covered by the scheme of delegation.
- To receive regular reports on the school's income and expenditure, comparing these against budget estimates and taking remedial action where necessary.
- To monitor the level of service provided under the PFI contract. To keep the Health and Safety policies up to date and ensure that they are being followed.
- To consider tender recommendations in accordance with the procurement policy, and review contract decisions as described in the scheme of delegation.
- To agree the pay policy and make recommendations on staff salaries and wages; to ensure that procedures relating to recruitment, selection and appointment of staff are kept in line with legislation, along with policies relating to Human Resources.
- To approve consultancy payments above £10,000.
- To review policies relating to finance on an annual (Charging and Remissions; Income) or rolling basis as per the policy review schedule.
- To receive and review the audited accounts, presenting these to the Governing Board for approval.
- To ensure that Northampton School for Girls receives best value from its budget.

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The finance and audit committee has met 4 times this year, attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Ms C Bottle (resigned 26 September 2023)	0	1
Mr R Gray	4	4
Mr P Hampton (Chair of Finance & Audit Committee)	4	4
Mrs C Taboada-Naya (Headteacher)	4	4

The information on governance included here supplements that described in the Trustees' Report.

Review of value for money

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

The Accounting Officer considers how the 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 where appropriate.

The Accounting Officer for the Academy Trust has delivered improved value for money during the year through:

- Curriculum led financial planning
- Making further efficient use of teachers in all Key Stages, for example by allowing the increase of group size for all subjects and reducing the allocation of teaching time for tutor mentoring
- Modifying the structure of pastoral teams, to include the use of Pastoral Officers
- Using secondment opportunities to upskill staff to senior roles
- Optimising the use of UPS teachers to support school improvement priorities across the school
- Reducing the use of external Alternative Provision and replacing this with in-house solutions
- Reducing the use of external school improvement partner contracts and replacing these with targeted subject specific support and upskilling personnel
- Utilising refurbished computer hardware in place of new
- Enabling budget holders to re-invest savings made into larger cost items that have been identified in the School Improvement Plan
- Rationalising equipment to support increased efficiencies, for example photocopying machines

Conflicts of interest

The trust maintains an up to date and complete register of interests, which is published on the school website. At the beginning of every trust meeting, those in attendance will be asked to declare any new business and pecuniary interests, all new declarations would be noted and the register updated. The Business Manager is made aware of any changes so that statutory financial obligations are met, for example, informing the ESFA of any relevant transactions.

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

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 Northampton School for Girls 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 Governing board.

The risk and control framework

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

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

The Board of Trustees has decided to employ Moore as internal auditor.

This appointment ensures compliancy with the FRC Ethical Standard which states that separate firms must be used for providing external audit services and internal scrutiny/audit services.

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

- Payroll Processes
- Tendering Procedures
- Budget Processes and Overspend Mitigations
- Cash and Bank Procedures
- Trips Processes
- Governance

On a termly basis, the reviewer reports to the Board of Trustees, through the Finance and Audit Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of effectiveness

As Accounting Officer, the Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal reviewer;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework;
- the work of the external auditors;

Conclusion

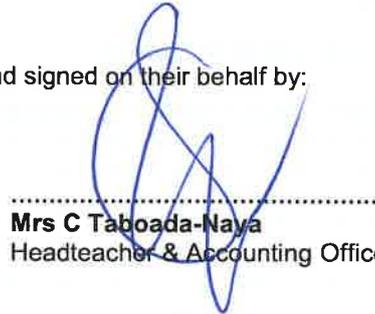
The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Audit Committee and a plan to ensure continuous improvement of the system is in place.

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



.....
Mr R Gray
Chair of Trustees

Date: *02-12-24*



.....
Mrs C Taboada-Naya
Headteacher & Accounting Officer

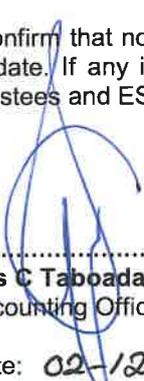
NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Northampton School for Girls, 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 all 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.



.....
Mrs C Taboada-Naya
Accounting Officer

Date: 02-12-24

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

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 Academies Accounts Direction published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

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

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

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

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

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



Mr R Gray
Chair of Trustees

Date: *02-12-24*

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
NORTHAMPTON SCHOOL FOR GIRLS**

Opinion

We have audited the financial statements of Northampton School for Girls (the 'Academy Trust') for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

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 United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Academy 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.

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
NORTHAMPTON SCHOOL FOR GIRLS (CONTINUED)**

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
NORTHAMPTON SCHOOL FOR GIRLS (CONTINUED)**

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the Academy Trust 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.

Auditors' responsibilities for the audit of the financial statements

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

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

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of entity staff to identify any instances of non-compliance with laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing internal audit reports;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

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

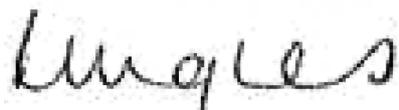
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
NORTHAMPTON SCHOOL FOR GIRLS (CONTINUED)**

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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Rebecca Hughes BSc (Hons) FCCA (Senior Statutory Auditor)

for and on behalf of

MHA

Statutory Auditor

Northampton

Date: 13 December 2024

MHA is the trading name of MacIntyre Hudson LLP, a limited liability partnership in England and Wales (registered number OC312313).

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO
NORTHAMPTON SCHOOL FOR GIRLS AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 30 September 2024 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Northampton School for Girls during the year 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 Northampton School for Girls and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Northampton School for Girls and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Northampton School for Girls and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Northampton School for Girls's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Northampton School for Girls's funding agreement with the Secretary of State for Education dated 30 December 2013 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 year 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.

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO
NORTHAMPTON SCHOOL FOR GIRLS AND THE EDUCATION & SKILLS FUNDING AGENCY
(CONTINUED)**

Approach

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

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

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

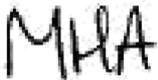
Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the Academy Trust's income and expenditure.

The work undertaken to draw to our conclusion includes:

- reviewing the Minutes of the meetings of the Governing Body and other evidence made available to us, relevant to our consideration of regularity;
- a review of the objectives and activities of the Academy, with reference to the income streams and other information available to us as auditors of the Academy;
- testing of a sample of payroll payments to staff;
- testing of a sample of payments to suppliers and other third parties;
- consideration of governance issues; and
- evaluating the internal control procedures and reporting lines, testing as appropriate and making appropriate enquiries of the Accounting Officer.

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 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.



MHA
Chartered Accountants
Statutory Auditor

Date: 13 December 2024

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:						
Donations and capital grants	3	-	643,043	35,683	678,726	721,591
Other trading activities	5	96,461	-	-	96,461	77,562
Investments	6	97,634	-	-	97,634	47,632
Charitable activities	4	-	11,995,441	-	11,995,441	11,153,618
Total income		194,095	12,638,484	35,683	12,868,262	12,000,403
Expenditure on:						
Raising funds		56,629	-	-	56,629	46,894
Charitable activities		-	12,428,505	139,312	12,567,817	11,154,482
Total expenditure	7	56,629	12,428,505	139,312	12,624,446	11,201,376
Net movement in funds before other recognised gains/(losses)		137,466	209,979	(103,629)	243,816	799,027
Other recognised gains/(losses):						
Actuarial gains on defined benefit pension schemes	23	-	321,000	-	321,000	606,000
Net movement in funds		137,466	530,979	(103,629)	564,816	1,405,027
Reconciliation of funds:						
Total funds brought forward		841,423	2,367,194	4,265,656	7,474,273	6,069,246
Net movement in funds		137,466	530,979	(103,629)	564,816	1,405,027
Total funds carried forward		978,889	2,898,173	4,162,027	8,039,089	7,474,273

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

The notes on pages 43 to 67 form part of these financial statements.

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08591532

BALANCE SHEET
AS AT 31 AUGUST 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	13	4,140,423	4,234,763
Current assets			
Debtors	14	160,554	139,533
Cash at bank and in hand	20	4,479,436	4,146,275
		<u>4,639,990</u>	<u>4,285,808</u>
Creditors: amounts falling due within one year	15	(647,324)	(627,298)
Net current assets		<u>3,992,666</u>	<u>3,658,510</u>
Total assets less current liabilities		<u>8,133,089</u>	<u>7,893,273</u>
Defined benefit pension scheme liability	23	(94,000)	(419,000)
Total net assets		<u><u>8,039,089</u></u>	<u><u>7,474,273</u></u>
Funds of the Academy Trust			
Restricted funds:			
Fixed asset funds	16	4,162,027	4,265,656
Restricted income funds	16	2,992,173	2,786,194
		<u>7,154,200</u>	<u>7,051,850</u>
Restricted funds excluding pension asset	16	7,154,200	7,051,850
Pension reserve	16	(94,000)	(419,000)
Total restricted funds	16	<u>7,060,200</u>	<u>6,632,850</u>
Unrestricted income funds	16	<u>978,889</u>	<u>841,423</u>
Total funds		<u><u>8,039,089</u></u>	<u><u>7,474,273</u></u>

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08591532

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2024

The financial statements on pages 39 to 67 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



.....
Mr R Gray
Chair of Trustees

Date: *02-12-24*

The notes on pages 43 to 67 form part of these financial statements.

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash provided by operating activities	18	244,816	924,106
Cash flows from investing activities	19	88,345	78,525
Change in cash and cash equivalents in the year		333,161	1,002,631
Cash and cash equivalents at the beginning of the year		4,146,275	3,143,644
Cash and cash equivalents at the end of the year	20, 21	4,479,436	4,146,275

The notes on pages 43 to 67 form part of these financial statements

NORTHAMPTON SCHOOL FOR GIRLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1. Accounting policies

Northampton School for Girls is a private company limited by guarantee, incorporated in England. Its registered number and address of registered office are detailed on page 1 and 2. The nature of the Academy Trust's operations and principal activity are detailed in the Trustees' Report.

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

The financial statements are prepared in £ sterling, rounded to the nearest £1.

1.1 Basis of preparation of financial statements

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

1.2 Going concern

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

NORTHAMPTON SCHOOL FOR GIRLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1. Accounting policies (continued)

1.3 Income

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

• **Grants**

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

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

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

• **Donations**

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

• **Other income**

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

1.4 Expenditure

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

• **Expenditure on raising funds**

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

• **Charitable activities**

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

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1. Accounting policies (continued)

1.4 Expenditure (continued)

All resources expended are inclusive of irrecoverable VAT.

1.5 Interest receivable

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

1.6 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.

1.7 Tangible fixed assets

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1. Accounting policies (continued)

1.7 Tangible fixed assets (continued)

Depreciation is provided on the following bases:

Long-term leasehold property	- 50 years straight line
Furniture and equipment	- 5 years straight line
Computer equipment	- 5 years straight line

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.

Where the property occupied is the subject of PFI contracts, consideration is given to the detailed terms of the relevant contract and to whether or not the PFI contract transfers the risks and rewards of ownership to the Academy Trust. If there is such a transfer of risk and reward, such assets are accounted for under the policies for land and buildings set out above. If such risks and rewards are not transferred, the nature of the property is deemed to be akin to serviced accommodation, and payments under the PFI contract are treated as operating lease payments.

1.8 Debtors

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

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 Financial instruments

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

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

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

NORTHAMPTON SCHOOL FOR GIRLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1. Accounting policies (continued)

1.11 Operating leases

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

1.12 Pensions

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

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

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

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

1.13 Fund accounting

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

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

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

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NOTES TO THE FINANCIAL STATEMENTS
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2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, 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.

Critical areas of judgment:

The Academy Trust occupies buildings under PFI agreements with the local authority and has applied judgment in determining that these buildings should not be capitalised on the balance sheet. The Academy Trust does not believe that there are any other additional critical areas where judgement is used.

3. Income from donations and capital grants

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations	-	643,043	-	643,043	621,017
Grants	-	-	35,683	35,683	100,574
	<u>-</u>	<u>643,043</u>	<u>35,683</u>	<u>678,726</u>	<u>721,591</u>

NORTHAMPTON SCHOOL FOR GIRLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

4. Funding for the Academy Trust's charitable activities

	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
DfE/ESFA grants			
General annual grant (GAG)	8,727,237	8,727,237	8,232,661
Other DfE/ESFA grants			
16-19 Bursary	1,968,593	1,968,593	1,809,227
Teachers pension grant	162,465	162,465	65,510
Teachers pay grant	145,999	145,999	765
Other DfE/ESFA	160,285	160,285	299,171
Supplementary grant	286,460	286,460	246,909
Pupil premium	269,976	269,976	242,344
	<u>11,721,015</u>	<u>11,721,015</u>	<u>10,896,587</u>
Other Government grants			
Local authority grants	274,426	274,426	257,031
	<u>274,426</u>	<u>274,426</u>	<u>257,031</u>
	<u><u>11,995,441</u></u>	<u><u>11,995,441</u></u>	<u><u>11,153,618</u></u>

5. Income from other trading activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Hire of facilities	96,461	96,461	77,562
	<u><u>96,461</u></u>	<u><u>96,461</u></u>	<u><u>77,562</u></u>

NORTHAMPTON SCHOOL FOR GIRLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

6. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Bank interest	97,634	97,634	47,632

7. Expenditure

	Staff Costs 2024 £	Premises 2024 £	Other 2024 £	Total 2024 £	Total 2023 £
Expenditure on fundraising trading activities:					
Direct costs	10,380	-	46,249	56,629	46,894
Academy's educational operations:					
Direct costs	7,432,238	-	1,459,620	8,891,858	7,860,321
Allocated support costs	1,288,715	2,051,655	335,589	3,675,959	3,294,161
	<u>8,731,333</u>	<u>2,051,655</u>	<u>1,841,458</u>	<u>12,624,446</u>	<u>11,201,376</u>

8. Net income/(expenditure) for the year includes:

	2024 £	2023 £
Operating leases	1,231,527	1,230,541
Depreciation	139,312	176,057
Fees payable to auditor for: audit	11,750	10,000
Fees payable to the auditor for: other services	5,375	5,500

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

9. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Educational operations	8,891,858	3,675,959	12,567,817	11,154,482

Analysis of support costs

	2024 £	Total funds 2024 £	Total funds 2023 £
Pension finance costs	21,000	21,000	41,000
Staff costs	1,288,715	1,288,715	1,146,429
Depreciation	139,312	139,312	176,057
Recruitment costs	15,631	15,631	11,987
Premises costs	1,912,343	1,912,343	1,728,347
Governance costs	18,953	18,953	16,283
Other support costs	280,005	280,005	174,058
	3,675,959	3,675,959	3,294,161

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NOTES TO THE FINANCIAL STATEMENTS
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10. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2024	2023
	£	£
Wages and salaries	6,359,252	5,689,731
Social security costs	666,857	586,073
Pension costs	1,485,790	1,315,204
	<hr/> 8,511,899	<hr/> 7,591,008
Agency staff costs	219,434	170,250
	<hr/> 8,731,333	<hr/> 7,761,258

b. Staff numbers

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

	2024	2023
	No.	No.
Teaching staff	106	105
Administration	59	55
Leadership	9	9
	<hr/> 174	<hr/> 169

NORTHAMPTON SCHOOL FOR GIRLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

10. Staff (continued)

c. Higher paid staff

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

	2024	2023
	No.	No.
In the band £60,001 - £70,000	3	2
In the band £70,001 - £80,000	1	2
In the band £80,001 - £90,000	-	2
In the band £90,001 - £100,000	2	-
In the band £110,001 - £120,000	-	1
In the band £120,001 - £130,000	1	-

The above employees participated in the Teachers Pension Scheme. During the year ended 31 August 2024, pension contributions for these staff amounted to £154,762 (2023 - £133,256).

d. Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £1,034,809 (2023 - £906,743).

11. Trustees' remuneration and expenses

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

		2024	2023
		£	£
Mrs R West	Remuneration	30,000 -	10,000 -
		35,000	15,000
	Pension contributions paid	5,000 -	0 - 5,000
		10,000	
Mrs C Taboada-Naya	Remuneration	125,000 -	115,000 -
		130,000	120,000
	Pension contributions paid	30,000 -	25,000 -
		35,000	30,000

During the year ended 31 August 2024, no Trustee expenses have been incurred (2023 - £NIL).

NORTHAMPTON SCHOOL FOR GIRLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

12. Trustees' and Officers' insurance

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

13. Tangible fixed assets

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 September 2023	4,699,224	257,939	475,476	5,432,639
Additions	-	23,081	21,891	44,972
At 31 August 2024	<u>4,699,224</u>	<u>281,020</u>	<u>497,367</u>	<u>5,477,611</u>
Depreciation				
At 1 September 2023	622,744	186,153	388,979	1,197,876
Charge for the year	65,640	19,058	54,614	139,312
At 31 August 2024	<u>688,384</u>	<u>205,211</u>	<u>443,593</u>	<u>1,337,188</u>
Net book value				
At 31 August 2024	<u>4,010,840</u>	<u>75,809</u>	<u>53,774</u>	<u>4,140,423</u>
At 31 August 2023	<u>4,076,480</u>	<u>71,786</u>	<u>86,497</u>	<u>4,234,763</u>

14. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	-	857
Prepayments and accrued income	155,498	136,863
VAT recoverable	5,056	1,813
	<u>160,554</u>	<u>139,533</u>

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NOTES TO THE FINANCIAL STATEMENTS
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15. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Other creditors - 16-19 Bursary	28,118	30,580
Accruals and deferred income	619,206	596,718
	647,324	627,298
	2024	2023
	£	£
Deferred income at 1 September 2023	69,895	64,026
Resources deferred during the year	95,786	69,895
Amounts released from previous periods	(69,895)	(64,026)
	95,786	69,895

At the balance sheet date the Academy Trust was holding funds in advance for school buses £60,838 (2023 - £55,743), music lessons £8,911 (2023 - £11,275), school trips £25,287 (2023 - £1,197), theatre hire income £750 (2023 - £1,050) and student art supplies £Nil (2023 - £630).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

16. Statement of funds

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
Unrestricted funds						
General Funds - all funds	841,423	194,095	(56,629)	-	-	978,889
Restricted general funds						
ESFA - General Annual Grant	1,463,789	10,695,830	(11,197,350)	-	-	962,269
Other ESFA grants	1,244,763	1,025,184	(368,861)	-	-	1,901,086
Other Activities	42,644	601,145	(588,994)	-	-	54,795
Pupil Premium (LA)	-	41,133	(41,133)	-	-	-
Miscellaneous restricted	34,998	41,899	(2,874)	-	-	74,023
Other Local Authority	-	233,293	(233,293)	-	-	-
Pension reserve	(419,000)	-	4,000	-	321,000	(94,000)
	2,367,194	12,638,484	(12,428,505)	-	321,000	2,898,173

NORTHAMPTON SCHOOL FOR GIRLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

16. Statement of funds (continued)

**Restricted fixed
asset funds**

ESFA capital grants	4,234,763	-	(139,312)	44,972	-	4,140,423
Devolved formula capital	30,893	35,683	-	(44,972)	-	21,604
	<u>4,265,656</u>	<u>35,683</u>	<u>(139,312)</u>	<u>-</u>	<u>-</u>	<u>4,162,027</u>
Total Restricted funds	6,632,850	12,674,167	(12,567,817)	-	321,000	7,060,200
Total funds	7,474,273	12,868,262	(12,624,446)	-	321,000	8,039,089

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

Unrestricted funds - these funds represent donations on conversion, parental contributions and lettings during the period. The funds can be utilised towards meeting any of the charitable objectives of the Academy Trust at the discretion of the Governors.

Restricted funds - these funds arise from funding from the Department for Education and the Local Authority.

Restricted funds fixed asset funds amounting to £4,140,423 will be reserved against future depreciation charges.

The balance of £21,604 relates to unspent capital grants.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

16. Statement of funds (continued)

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

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2023 £
Unrestricted funds					
General Funds - all funds	763,823	125,261	(47,661)	-	841,423
Restricted general funds					
ESFA - General Annual Grant	1,171,562	10,041,888	(9,749,661)	-	1,463,789
Other ESFA grants	708,696	854,699	(318,632)	-	1,244,763
Other Activities	19,633	569,555	(546,544)	-	42,644
Pupil Premium (LA)	-	39,098	(39,098)	-	-
Miscellaneous restricted	2,393	51,395	(18,790)	-	34,998
Other Local Authority	-	217,933	(217,933)	-	-
Pension reserve	(938,000)	-	(87,000)	606,000	(419,000)
	964,284	11,774,568	(10,977,658)	606,000	2,367,194
Restricted fixed asset funds					
ESFA capital grants	4,341,139	-	(176,057)	-	4,234,763
Developed formula capital	-	100,574	-	-	30,893
	4,341,139	100,574	(176,057)	-	4,265,656
Total Restricted funds	5,305,423	11,875,142	(11,153,715)	606,000	6,632,850
Total funds	6,069,246	12,000,403	(11,201,376)	606,000	7,474,273

NORTHAMPTON SCHOOL FOR GIRLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

17. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	4,140,423	4,140,423
Current assets	978,889	3,639,497	21,604	4,639,990
Creditors due within one year	-	(647,324)	-	(647,324)
Provisions for liabilities and charges	-	(94,000)	-	(94,000)
Total	978,889	2,898,173	4,162,027	8,039,089

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	4,234,763	4,234,763
Current assets	841,423	3,413,492	30,893	4,285,808
Creditors due within one year	-	(627,298)	-	(627,298)
Provisions for liabilities and charges	-	(419,000)	-	(419,000)
Total	841,423	2,367,194	4,265,656	7,474,273

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NOTES TO THE FINANCIAL STATEMENTS
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18. Reconciliation of net income to net cash flow from operating activities

	2024	2023
	£	£
Net income for the period (as per Statement of Financial Activities)	243,816	799,027
Adjustments for:		
Depreciation	139,312	176,057
Capital grants from DfE and other capital income	(35,683)	(100,574)
Defined benefit pension scheme cost less contributions payable	(25,000)	46,000
Defined benefit pension scheme finance cost	21,000	41,000
Increase in debtors	(21,021)	(11,481)
Increase in creditors	20,026	21,709
Interest Receivable	(97,634)	(47,632)
Net cash provided by operating activities	244,816	924,106

19. Cash flows from investing activities

	2024	2023
	£	£
Interest Receivable	97,634	47,632
Purchase of tangible fixed assets	(44,972)	(69,681)
Capital grants from DfE Group	35,683	100,574
Net cash provided by investing activities	88,345	78,525

20. Analysis of cash and cash equivalents

	2024	2023
	£	£
Cash in hand and at bank	4,479,436	4,146,275
Total cash and cash equivalents	4,479,436	4,146,275

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FOR THE YEAR ENDED 31 AUGUST 2024

21. Analysis of changes in net debt

	At 1 September 2023 £	Cash flows £	At 31 August 2024 £
Cash at bank and in hand	4,146,275	333,161	4,479,436
	<u>4,146,275</u>	<u>333,161</u>	<u>4,479,436</u>

22. Contingent liabilities

On conversion to Academy status it has been agreed by Northamptonshire County Council that £2.75m would be ring fenced for capital projects for the Academy following completion of the sale of the former Parklands Middle School site. The ring fencing of these funds would be subject to an agreement between the Council and the Academy as to the application of these funds.

23. Pension commitments

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 Northamptonshire County Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 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 full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

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

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23. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

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

The employer's pension costs paid to TPS in the year amounted to £1,250,790 (2023 - £1,035,204).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy 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 £326,000 (2023 - £294,000), of which employer's contributions totalled £260,000 (2023 - £234,000) and employees' contributions totalled £66,000 (2023 - £60,000). The agreed contribution rates for future years are 25.4 per cent for employers and 5.5 to 12.5 per cent for employees.

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

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23. Pension commitments (continued)

Principal actuarial assumptions

	2024	2023
	%	%
Rate of increase in salaries	3.15	3.50
Discount rate for scheme liabilities	5.00	5.20
Inflation assumption (CPI)	2.65	3.00
Commutation of pensions to lump sums	50.00	50.00

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

	2024	2023
	Years	Years
Retiring today		
Males	20.4	20.5
Females	24.0	24.0
Retiring in 20 years		
Males	20.1	20.2
Females	25.1	25.1

Sensitivity analysis

	2024	2023
	£000	£000
Discount rate +0.1%	121,000	109,000
Discount rate -0.1%	(121,000)	(109,000)
Mortality assumption - 1 year increase	229,000	211,000
Mortality assumption - 1 year decrease	(229,000)	(211,000)
CPI rate +0.1%	116,000	97,000
CPI rate -0.1%	(116,000)	(97,000)

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23. Pension commitments (continued)

Share of scheme assets

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

	At 31 August 2024	At 31 August 2023
	£	£
Equities	2,894,000	3,011,000
Gilts	1,576,000	1,165,000
Corporate bonds	845,000	632,000
Property	225,000	49,000
Total market value of assets	5,540,000	4,857,000

The actual return on scheme assets was £549,000 (2023 - £133,000).

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

	2024	2023
	£	£
Current service cost	235,000	(280,000)
Interest income	258,000	196,000
Interest cost	(279,000)	(237,000)
Total amount recognised in the Statement of Financial Activities	214,000	(321,000)

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

	2024	2023
	£	£
At 1 September	5,276,000	5,459,000
Interest cost	279,000	237,000
Employee contributions	66,000	60,000
Actuarial gains	(30,000)	(669,000)
Benefits paid	(102,000)	(91,000)
Current service costs	235,000	280,000
At 31 August	5,724,000	5,276,000

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23. Pension commitments (continued)

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

	2024 £	2023 £
At 1 September	4,857,000	4,521,000
Interest income	258,000	196,000
Actuarial gains/(losses)	291,000	(63,000)
Employer contributions	260,000	234,000
Employee contributions	66,000	60,000
Benefits paid	(102,000)	(91,000)
At 31 August	5,630,000	4,857,000

The amounts recognised in the balance sheet:

	2024 £	2023 £
Closing fair value of scheme assets	5,630,000	4,857,000
Closing defined benefit obligation	(5,724,000)	(5,276,000)
	(94,000)	(419,000)

Total remeasurements recognised in Other Comprehensive Income:

	2024 £	2023 £
Changes in financial assumptions	181,000	1,228,000
Changes in demographic assumptions	11,000	151,000
Actuarial gains / (losses)	129,000	(773,000)
	321,000	606,000

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24. Operating lease commitments

At 31 August 2024 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Not later than 1 year	2,841	3,377
Later than 1 year and not later than 5 years	710	3,551
	<u>3,551</u>	<u>6,928</u>

25. Other financial commitments

Northampton School for Girls is mainly a PFI school (Private Finance Initiative - a procurement method that uses private sector investment to deliver public sector services). Therefore Northampton School for Girls have a PFI agreement that approximately £6,158k will be made available each year for the services provided. Based on an expected inflationary rate of 8% (2023: 7%) per year the commitment is expected to be:

	2024	2023
	£	£
Within 1 year	1,270,523	1,218,803
Between 1 and 5 years	6,352,615	6,094,015
After more than 5 years	9,846,553	10,664,526
	<u>17,469,691</u>	<u>17,977,344</u>

26. Members' liability

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

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27. Related party transactions

Owing to the nature of the Academy Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest.

The following related party transactions took place in the financial period.

Mr R Gray is a Partner of Browne Jacobson and a Governor at University of Northampton. Professional services to the value of £62,523 (2023 - £17,686) were received by the school from Browne Jacobson and careers services to the value of £1,373 (2023 - £nil) were received by the school from University of Northampton. There was no balance outstanding with Browne Jacobson (2023 - £nil) and University of Northampton (2023 - £nil) at the year-end.

All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 11.

28. Agency arrangements

The Academy Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting year ending 31 August 2024 the Academy Trust received £36,045 (2023 - £31,294) and distributed £38,507 (2023 - £36,659) from the fund. An amount of £28,118 (2023 - £30,580) is included in creditors relating to undistributed funds that are repayable to the ESFA.

