

Company Registration Number: 08314283 (England & Wales)

BOSTON HIGH SCHOOL
(A company limited by guarantee)

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

BOSTON HIGH SCHOOL
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Members	Mrs Lisa Smith Mr Peter Hunn Mrs Alison Fairman (appointed 7 January 2025) Dr Sunil Panjwani (appointed 7 January 2025)
Trustees	Mr Andrew Fulbrook, Headteacher Mrs Lisa Smith, Chair of Trustees Mr Peter Hunn Mr Christopher Collins Mrs Julie Wise Mr Colin Needham Ms Sarah Green Dr Nijil Vasukutty Mrs Kate O'Kane (appointed 1 September 2024) Mrs Katie Basham (appointed 1 September 2024) Mrs Alison Fairman (appointed 7 January 2025) Dr Sunil Panjwani (appointed 7 January 2025)
Company registered number	08314283
Company name	Boston High School
Principal and registered office	Spilsby Road Boston Lincolnshire PE21 9PF
Chief executive officer	Mr Andrew Fulbrook
Senior management team	Mr Andrew Fulbrook, Headteacher Mrs Theresa Robinson, Deputy Headteacher Mrs Abigail Gilton, Assistant Headteacher Mr William Gosling, Finance/H.R Director Mrs Anne-Marie Franks, Deputy Headteacher Mrs Kathy Farley, Assistant Headteacher

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

Independent auditors Duncan & Toplis Audit Limited
Oxley House
Lincoln Way
Louth
Lincolnshire
LN11 0LS

Bankers Lloyds Bank
51 Market Place
Boston
Lincolnshire
PE21 6NQ

Solicitors Legal Service Lincolnshire
County Offices
Newland
Lincoln
LN1 1YG

BOSTON HIGH SCHOOL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees present their annual report together with the financial statements and auditor's reports of the charitable company for the period 1 September 2024 to 31 August 2025. The annual report serves the purposes of both a Trustees' Report and a Directors' Report under company law.

The Trust operates as an Academy for pupils aged 11 to 18 serving a catchment area in and around Boston, Lincolnshire. It has a pupil capacity of 900 and had a roll of 817 on the school census as at May 2025.

Structure, governance and management

a. Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust.

The Trustees of Boston High School are also the directors of the Charitable Company for the purposes of company law. The Charitable Company is known as Boston High School.

Details of the Trustees who served during the year 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

In accordance with normal commercial practice the Academy has purchased insurance to protect Trustees, Governors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to a maximum value of £10,000,000 any one loss and any one membership year.

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

Structure, governance and management (continued)

d. Method of recruitment and appointment or election of Trustees

The Articles outline the different types of Trustee, each category has slightly differing election processes, as outlined below:

- The term of office for any Trustee shall be 4 years, save that this time limit shall not apply to the Principal or any post which is held ex officio. Subject to remaining eligible to be a particular type of Trustee, any Trustee may be re-appointed or re-elected.
- The Governing Body may appoint up to 8 Additional Trustees.
- A minimum of 2 and up to 6 Parent Trustees shall be elected by parents of registered pupils at the Academy. A Parent Trustee must be a parent of a pupil at the Academy at the time when he is elected. They can serve until the end of their 4 years' term of office even if their child is no longer registered at the academy.
- Up to 3 Staff Trustee shall be elected by a ballot of all staff employed under a contract of employment or a contract for services or otherwise engaged to provide services to the Academy (excluding the Headteacher). If a Staff Trustee ceases to work at the Academy then he shall be deemed to have resigned and shall cease to be a Trustee automatically on termination of his work at the Academy. Any election of a Staff Trustee which is contested shall be held by secret ballot. The total number of staff trustees must not exceed one third of the total number of governors.
- The Trustees may appoint up to 3 Co-opted Governors. A 'Co-opted Trustee' means a person who is appointed to be a Trustee by being Co-opted by Trustees who have not themselves been so appointed.

Trustees are subject to retirement or re-election at the end of their 4 year term of office unless the eligibility conditions listed above prevail.

e. Policies adopted for the induction and training of Trustees

The training and induction provided for new Trustees will depend on their existing experience. Where necessary, induction will provide training on charity and educational legal and financial matters. All new Trustees and Governors are given a tour of the academy and the chance to meet with staff and students.

All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. As there are normally few new Trustees a year, induction tends to be done informally and is tailored specifically to the individual.

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

Structure, governance and management (continued)

f. Organisational structure

The structure of the Academy consists of two senior levels: the Board of Directors (Governing Body) and the Head Teacher leading the Senior Leadership Team which includes one Deputy Head Teacher, four Assistant Headteachers and the Chief Finance Officer/H.R. Director.

An aim of this management structure is to distribute responsibility and accountability and to encourage involvement in decision making at all levels so that the School nurtures the talents of its entire staff to support continual improvement and excellence.

The Board of Directors is responsible for setting the School's policies, adopting the School Improvement Plan and budget, monitoring performance against these plans and making major decisions about the direction of the School including its curriculum, the achievement and welfare of students and staffing.

The Head Teacher and Senior Leadership Team control the School at an executive level, implementing the policies set by the Board of Directors and reporting back to them.

The Board of Directors has established three sub-committees. Each sub-committee has its own terms of reference detailing the responsibilities discharged to the sub-committee, to the Head Teacher (The Accounting Officer) and to the Senior Leadership Team.

The terms of reference and meeting frequency for each sub-committee is reviewed and approved by the Board of Directors annually. The academy has an approved Financial Handbook which details the School's authorised spending limits.

The sub-committees of the Governing Body are:

- Finance, Personnel and Premises Committee
- Audit and Risk Committee
- Standards and Outcomes Committee

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

The arrangements for setting pay and remuneration at Boston High School is via the application of the School Pay Policy. This policy is reviewed annually by the Full Governing Body.

It is based upon the policy set by the Local Authority which reflects the local and national agreements.

As such, the policy has been subject to full consultation with professional associations.

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

Structure, governance and management (continued)

h. Trade union facility time

Relevant union officials

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

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time	£
------------------------------------------------------	----------

Total cost of facility time	-	
Total pay bill	-	
Percentage of total pay bill spent on facility time	-	%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	-	%
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i. Connected Organisations including Related Party Relationships

The school is connected to one other charity:

- Boston High School Fund (Charity Number 1051531)

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

Objectives and activities

a. Objects and aims

The principal object and activity of the charitable company is the operation of Boston High School Academy to provide a broad and balanced education for pupils of different abilities between the ages of 11 and 18.

In accordance with the Articles of Association the charitable company has adopted a "Scheme of Government" approved by the Secretary of State for Education and Skills. The Scheme of Government specifies, amongst other things, the basis for admitting students to The Academy, and that the curriculum should comply with the substance of the national curriculum.

The main objectives of The Academy during the period ended 31 August 2025 are summarised below:

- Leaders will continue to ensure that we maintain a clear and ambitious vision for providing high-quality education to all pupils and that is seen through strong, shared values, policies actions and outcomes.
- Our culture of safeguarding is paramount to all at BHS. Our culture, policy and practice must identify those at risk or who need help; we must help reduce the risks through support, referral in a timely manner and also manage safe recruitment, training, awareness and any allegations so as to avoid risk and Keep Children Safe in Education.
- To ensure that every child enjoys the same high-quality education in terms of resourcing, tuition and care;
- To raise the standard of educational achievement of all pupils;
- To improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;
- To provide value for money for the funds expended;
- To comply with all appropriate statutory and curriculum requirements;
- To maintain links with industry and commerce and the international community
- To ensure leadership evolution is effective and meets the current and future demands of our community, ensuring quality through service
- To conduct academy business in accordance with the highest standards of integrity, probity and openness.

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

Objectives and activities (continued)

b. Objectives, strategies and activities

1. To develop the capability of the school's leadership & management, to be achieved by the following actions:

- Review all School policies to ensure they remain fit for purpose & are effectively implemented.
- Offer all members greater opportunity to work with the Governing Body & greater experience of financial planning.
- Review the School's current strengths & areas for development & identify training needs.
- Audit the skills of teaching staff & plan to develop expertise & flexibility, to inform future recruitment requirements.
- Review & improve Quality Assurance procedures.
- Review & improve Reporting to Trustees.
- Review Strategic time available to the Headteacher in order to ensure the school remains able to assess, analyse and plan for future opportunities. Establish named Associate Head structure to enable and support this practice.

2. To consolidate & extend the school's academic, pastoral & extra-curricular excellence, to be achieved by the following actions:

- Review & improve procedures to ensure that new feedback and assessment opportunities are used to drive up performance.
- Review staff developments & curriculum requirements in order to implement appropriate training and sharing of best practice.
- Develop further National & International opportunities for our pupils.
- Support & develop independent learning in the School through effective use of the new library and appropriate additional departmental resources. Developing reading skills across the academy through instilling a love of reading and developing literacy awareness, skills and understanding.
- Continue to showcase the School's talent & academic atmosphere widely through sporting, cultural & musical public events.
- Effectively allocate Form Tutors and Heads of Year for raising pupil expectations & performance.
- Sustain and extend both links with and admission to first choice universities, employers and training providers.
- Manage rooms and facilities to better support the development of the curriculum, within timetabling constraints.
- Enhance the quality and impact of intervention strategies through effective use of Pupil Premium and other mentors / coaches, ensuring progress measures are met and maintained for all learners.
- Ensure all on-line curriculum access and opportunities (through Microsoft Teams) allow for offsite continuation of our curriculum delivery thus meeting our learners needs.

3. To secure the future of the academy and the prosperity of the school, to be achieved by the following actions:

- Exploration of the School's catchment area & with appropriate marketing & quality marketing materials, especially with reference to Sixth Form admissions.
- Development of school's access to grant funding.
- Sharing teaching & other shared resource opportunities with other schools (especially through the Grammar School Links).
- To develop outreach into local primary schools & other academic community links.
- Continue to develop the estate.
- To consider further opportunities for growth as an Academy or Multi Academy Trust.

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

Objectives and activities (continued)

c. Public benefit

The Trustees confirm that they have complied with the duty to have due regard to the Charity Commission's general guidance on public benefit, "**Charities and Public Benefit**".

The academy's public benefit is enshrined in its charitable objects, which state:

- To advance for the public benefit education in the town of Boston and the surrounding area, in particular but without prejudice to the generality of the foregoing by estimating, maintaining, carrying on, managing and developing schools, offering a broad curriculum.
- To co-operate with other charities, other independent and maintained schools, voluntary bodies and statutory authorities operating in furtherance of the Object and to exchange information and advice with them.

Strategic report

Achievements and performance overview

Examination results continue to be very good and most of our Year 13 students transfer to university, the majority of whom attain places at their first or second choice. The academy is now the most popular academic Sixth Form in the immediate Boston Area and the number on roll during the 24/25 academic year was 228.

There are significant plans to continue to review the state of the fabric of the building and a rolling refurb/ redevelopment and improvement plan is in place.

	2022/23	2023/24	2024/25
GCE Measures			
% A*-A*	2.40%	2.20%	5.80%
% A*-A	10.00%	11.10%	17.50%
% A*-B	36.50%	25.70%	38.60%
% A*-C	66.10%	48.90%	66.10%
% A*-D	86.60%	72.70%	86.90%
% A*-E	97.60%	87.00%	96.60%
Level 3 Value Added	-0.86	-0.82	0.10
Average Grade	C=	D+	C=

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Strategic report (continued)

Achievements and performance overview (continued)

	2022/23	2023/24	2024/25
GCSE Measures			
Progress 8	0.01	0.37	
Attainment 8	55.4	59.69	59.14
5 Standard Passes inc En & Ma	91.60%	94.00%	92.40%
5 Strong Passes inc En & Ma	67.20%	67.20%	71.20%
Basics 9-4 English & Maths	95.00%	97.40%	96.60%
Basics 9-5 English & Maths	69.70%	70.70%	77.10%
Basics 9-7 English & Maths	11.80%	16.40%	19.50%
9	7.00%	7.80%	7.20%
9-8	13.00%	19.30%	16.30%
9-7	24.20%	34.40%	31.00%
9-6	44.10%	56.00%	53.30%
9-5	69.20%	77.90%	78.50%
9-4	89.40%	93.00%	92.00%
9-3	98.90%	99.00%	98.10%
English Baccalaureate - Entered	38.70%	47.40%	32.20%
English Baccalaureate - Results Standard Pass	35.30%	40.50%	30.50%
English Baccalaureate - Results Strong Pass	25.20%	34.50%	23.70%

* P8 not available for 2024/2025

Trips abroad as well as locally for field work and cultural development (i.e. London theatre trips) are significant and develop the awareness of students in a cultural and global sense. We have now reinstated all trips post pandemic and feedback has been overwhelmingly positive.

The School Development plan indicates clearly the progression intended highly focused on continuing to raise standards of both teaching and learning. The SIP and Appraisal processes are robust. Proactive tracking through data, observations and a series of reviews mean that any underperformance is quickly identified and addressed. CPD for staff is linked to whole school aims and objectives through Appraisal and QA processes. Observations show that Teaching is routinely 'Good' or 'Outstanding'. Where it is not, mentoring is in place.

Internal SEF judgements rate us at:

Leadership and Management:	1
Quality of Education:	2
Behaviour:	1
Personal development:	1
Sixth Form:	2

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

Strategic report (continued)

Achievements and performance overview (continued)

Our July 2024 OFSTED Section 8

This short inspection validated our last full inspection and our internal SEF findings. We are pleased with the external OFSTED judgement. However, the endorsement has little impact on our school business, values driven culture or our own high standards agenda. We await an OFSTED Framework which serves to embrace and recognize our impact (schools) and, through collaboration and trust, allows all schools to improve further; this collegiate mission statement is lacking at present which diminishes faith in the system.

Going concern

After making appropriate enquires, the board of Trustees have a reasonable expectation that the academy has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue 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

a. Reserves policy

The majority of the academy's annual income is obtained from the Department for Education (DfE) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received during the year ended 31 August 2025 and the associated expenditure are shown as restricted general funds in the Statement of Financial Activities.

During the period ended 31 August 2025, total unrestricted and restricted income (excluding capital funding within the restricted fixed asset fund) were £5,638,117. This compares with expenditure (excluding depreciation within the restricted fixed asset fund and pension reserve expenditure) of £5,884,377 and transfers out to the restricted fixed asset fund of £331,816, to give a deficit of income over expenditure on revenue funding totalling £578,076. This equates to the change in balance of the restricted general funds (excluding pension reserve) plus unrestricted funds reported at the previous year end.

As at 31 August 2025, restricted general funds (excluding pension reserves) were £332,591 and unrestricted funds were £212,220.

At the end of the prior financial period (year ended 31 August 2024) the academy had free reserves (restricted general funds excluding pension reserves plus unrestricted funds) of £1,122,887.

At 31 August 2025 the Local Government pension scheme surplus/(deficit) was £Nil. The academy is taking the advice of the actuary regarding the repayment structure. Advised future contributions have also been included within the annual budget.

The academy's 'free' reserves are its funds after excluding restricted funds. 'Reserves' are therefore the resources the academy has or can make available to spend for any or all of the academy's purposes once it has met its commitments and covered its other planned expenditure. More specifically 'free reserves' represent income to the academy which is to be spent at the Trustees' discretion in furtherance of any of the academy's objects but which is not yet spent, committed or designated.

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

The trustees review the reserve levels of the academy annually. This review encompasses the nature of income and expenditure streams. The trustees have determined that the appropriate level of restricted funds and unrestricted funds, within reserves should be equivalent to at least one month of total direct costs, which is approximately £450,000. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance.

The academy's level of free revenue reserves for 2024-2025 is £544,811 comprising unrestricted funds of £212,220 and restricted general funds of £332,591 (excluding the pension reserve of £Nil). The amount that can only be realised by disposing of tangible fixed assets is £6,208,794.

The reserves this year includes figures for both future commitments/projects and a certain level of reserves to cushion the impact of possible future funding reductions anticipated.

We are also planning future sustainability and have developed / addressed the following priorities:

- Additional Facilities to recognise SEND demands.
- Specific curriculum initiatives with regards to refurbishment of classrooms, resources and our site to reflect condition, curriculum offer and demand.
- Flooring relaying / repair
- Lighting — LED replacement (function and cost savings)
- Boilers
- Windows
- Doors
- CCTV
- Security
- Alarms
- Garden Sensory Areas

Future improvement priorities will focus on:

- Curriculum facilities (Music)
- New Head's priorities (Jan 2026 onwards)

b. Investment policy

During the year the Academy trustees agreed to hold £650,000 in short term interest-earning deposits. £750,000 of which matured in November 2025 which was replaced by a £500,000 interest-earning deposit.

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

c. Principal risks and uncertainties

Based on the strategic plan, the Governors and Senior Leadership Team undertake a comprehensive review of the risks to which the academy is exposed. They identify systems and procedures, including specific preventable actions which should mitigate any potential negative impact on the academy.

The internal controls for managing risks deemed as medium and high are incorporated into annual risk management action plan. The effectiveness of the academy's internal controls in managing the risks identified is regularly monitored.

A thorough appraisal is undertaken in the subsequent year of the existing risks and any emerging risks, for example, those arising from changes to national funding policy and/or local circumstances. In addition to the annual review, the Governors and senior Leadership Team will also consider any risks which arise during the year, for example, as a result of a new area of work being undertaken by the academy.

A risk register, covering low, medium and high level risks, is maintained at academy level. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the academy and the actions being taken to reduce and mitigate the risks. Risks are prioritised as low, medium and high using a consistent scoring system.

The academy's approach to risk management is supported by a risk management training programme which raises awareness of risk throughout the academy. In addition, Heads of Department and Head Teachers incorporate risk management in their self-assessment reports and quality improvement plans.

Outlined below is a description of the principal risk factors that may affect the academy. However, not all factors are within the academy's control and other factors besides those listed below may also adversely affect the academy.

1. Government funding

The academy has considerable reliance on continued government funding through the Education Skills Funding Agency (ESFA) and the Local Authority. Following the closure of the ESFA on 31 March 2025, all of its activities transferred to the Department for Education (DfE).

This risk has and will be mitigated in a number of ways:

- Funding is derived through a number of direct and indirect contractual arrangements;
- Considerable focus and investment is placed on maintaining and managing key relationships with the various funding bodies;
- Ensuring the academy is focused on those priority sectors which will continue to benefit from public funding;
- Contingency planning embedded into the academy budget process.
- Maintain adequate funding of pension liabilities

The financial statements report the share of the local government pension scheme surplus/deficit on the academy's balance sheet in line with the requirements of FRS 102.

The academy takes professional advice on this position and makes appropriate contributions on the basis of that advice to ensure the deficit does not become unmanageable.

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

2. Pupil Strategy

The academy seeks to maintain its popularity with current and prospective pupils by:

- ensuring the academy delivers high quality education and training;
- maintaining outstanding success rates and good inspection outcomes; and
- investing in both staff and resources.

This places the academy in an excellent position to attract new pupils.

Fundraising

We do not carry out any fundraising activities for the Academy's own benefit, other than voluntary non-uniform days for the students where £1 is charged, and any funds raised are paid into our pupil welfare fund, which form part of our School Fund Accounts.

We do not work with any professional fundraisers.

If we were to fundraise, we would conform to recognised standards, would monitor the fundraising activities appropriately, would handle any fundraising complaints professionally and would protect the public, including vulnerable people, from unreasonably intrusive or persistent approaches.

Plans for future periods

The school is seeking to exploit the opportunities afforded by conversion to academy status. Initially by utilising increased financial resources and governance freedoms to improve further the standard of teaching and learning but also, importantly, to improve the school estate.

Funds held as custodian on behalf of others

The Academy has no such funds held.

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
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the 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 25 November 2025 and signed on its behalf by:

Signed by:

 6B1D39C6C09A442B.....
Mrs Lisa Smith
 Chair of Trustees

BOSTON HIGH SCHOOL
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GOVERNANCE STATEMENT

Scope of responsibility

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

The Trustees have delegated the day-to-day responsibility to the Head Teacher, 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 Boston High School and the Secretary of State for Education. They are also responsible for reporting to the Trustees any material weaknesses or breakdowns in internal control.

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GOVERNANCE STATEMENT (CONTINUED)

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 have formally met three times during the year with one further meeting being digital.

Annual meeting held at the end of Academic year.

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

Trustee	Meetings attended	Out of a possible
Mr Andrew Fulbrook, (Headteacher)	4	4
Mrs Lisa Smith, (Chair of Trustees)	4	4
Mr Peter Hunn	4	4
Mr Christopher Collins	4	4
Mrs Julie Wise	4	4
Mr Colin Needham	3	4
Ms Sarah Green	4	4
Dr Nijil Vasukutty	0	4
Mrs Kate O'Kane	4	4
Mrs Katie Basham	3	4
Mrs Alison Fairman	0	0
Dr Sunil Panjwani	0	0

The academy trust's register of interests captures relevant business and pecuniary interests of members, trustees, local governors and senior employees, including:

- directorships, partnerships and employments with businesses
- trusteeships and governorships at other educational institutions and charities
- for each interest: the name and nature of the business, the nature of the interest and the date the interest began.

The register also identifies relevant material interests from close family relationships between the academy trust's members, trustees or local governors and any relevant material interests arising from close family relationships between those individuals and employees.

The register of business interests is published on the Trust's website.

The Board of Trustees meet three times a year. This number of meetings is considered more than adequate for a single academy trust and satisfies the criteria in the Academy Trust Handbook that board meetings must take place at least three times a year.

All Trustees are also meeting a further three or four times a year as part of the Standards and Outcomes, the Finance, Personnel and Premises committee and/or the Audit and Risk committee.

The Finance, Personnel and Premises committee is a sub-committee of the main Board of Trustees. Its purpose is to oversee the financial, personnel and premises areas of the academy, reporting back to the governing body on a regular basis. This committee also incorporates the audit and risk committee.

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr Andrew Fulbrook (Headteacher)	2	3
Mrs Lisa Smith	1	3
Mr Peter Hunn	3	3
Mr Christopher Collins	3	3
Mrs Julie Wise	2	3
Mr Colin Needham	3	3
Ms Sarah Green	3	3
Dr Nijil Vasukutty	1	3
Mrs Katie Basham	2	3
Mrs Kate O'Kane	2	3

The Standards and Outcomes committee is a sub-committee of the main Board of Trustees. Its purpose is to ensure that the Standards of Behaviour, Safety and Academic progress are monitored, challenged and supported by the Trustees.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr Andrew Fulbrook (Headteacher)	1	3
Mrs Lisa Smith	2	3
Mr Peter Hunn (Chair)	3	3
Mr Christopher Collins	3	3
Mrs Julie Wise	3	3
Mr Colin Needham	3	3
Ms Sarah Green	2	3
Dr Nijil Vasukutty	0	3
Mrs Katie Basham	3	3
Mrs Kate O'Kane	1	3

The Audit and Risk committee is a sub-committee of the main Board of Trustees. Its purpose is to oversee and approve the trust's programme of internal scrutiny, ensure that risks are being addressed appropriately through internal scrutiny and to report to the board on the adequacy of the trust's internal control framework, including financial and non-financial controls and management of risks.

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr Andrew Fulbrook (Headteacher)	2	3
Mrs Lisa Smith	1	3
Mr Peter Hunn	3	3
Ms Sarah Green	3	3
Dr Nijil Vasukutty	1	3

Review of value for money

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

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

Ensuring all staffing structures are efficiently designed and are in place to deliver value for money and high standards and outcomes for the academy business and for learners. Through restructuring, review of opportunities (when faced with resignations) and through appraisal processes, academy staffing structures are highly efficient and cost effective.

Furthermore, those responsible for budget headings are now required to link expenditure to subject / department priorities and deploy best practice in financial procurement. As a result, expenditure has been significantly reduced on capitation and consumable items.

Site improvements, repairs and refurbishments have been managed effectively through the use of external contractors (best value) and, more evident this year, the use of our highly skilled and resourceful site team who have undertaken many refurbishment projects and have saved significant funds in the process. These range from decorating, flooring, plumbing, electrical through to grounds, site and facilities and include the completion of our canteen extension.

The purpose of the system of internal control

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

BOSTON HIGH SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Academy 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 year ended 31 August 2025 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

Conflict of interest

We endeavour to ensure that trustees comply with their statutory duties as company directors to avoid conflicts of interest by not accepting benefits from third parties, and by declaring any interests in proposed transactions or arrangements. A register of interests is maintained by the school and any business interests noted. No payments are made to Trustees other than those disclosed in Note 11 to the financial statements. If payments were to be considered the "at cost" requirements detailed in the Academy Trust Handbook would be adhered to.

The risk and control framework

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

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

The Board of Trustees has decided to buy-in an internal audit service from LCC.

The internal auditor's role includes giving advice on financial and other matters and performing a range of checks on the academy trust's financial and other systems. In particular, the checks carried out in the current period included:

- Cash and Bank
- Budget and Financial Monitoring
- Compliance
- Income
- Expenditure
- Fixed Assets
- Payroll

On a bi-annual basis, the auditor reports to the board of trustees, through the audit and risk committee, on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities and bi-annually prepares a summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider areas to include in the internal audit plan for the next internal audit.

BOSTON HIGH SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

It is the intention of the Board to look for an internal audit provider who can carry out internal audit visits on a quarterly basis – as the current internal auditors are constrained by the year end audit work they need to undertake for other clients and cannot therefore provide any internal audits between September and December each year.

Review of effectiveness

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

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

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance, Personnel and Premises committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

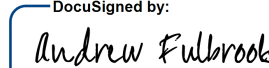
Conclusion

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

Approved by order of the members of the Board of Trustees on 25 November 2025 and signed on their behalf by:

Signed by:

 6B1D29C600A43B.....
Mrs Lisa Smith
 Chair of Trustees

DocuSigned by:

 3E60667DD0E0473.....
Mr Andrew Fulbrook
 Accounting Officer

BOSTON HIGH SCHOOL
(A company limited by guarantee)


STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

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

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

I confirm that the following instances of material irregularity, impropriety or non-compliance discovered to date. If any instances are identified after the date of this statement, these will be notified to the Board of Trustees and DfE:

The Schools Resource Management self-assessment tool was completed and submitted after the deadline specified within the Academy Trust Handbook section 6.6.

DocuSigned by:

3E60667DD0E6473...
Mr Andrew Fulbrook
Accounting Officer
Date: 25 November 2025

BOSTON HIGH SCHOOL
(A company limited by guarantee)

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025;
- make 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 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:

Signed by:

6B1D29C6C09A43B...
Mrs Lisa Smith
Chair of Trustees

Date: 25 November 2025

BOSTON HIGH SCHOOL
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
BOSTON HIGH SCHOOL**

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

BOSTON HIGH SCHOOL
(A company limited by guarantee)

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

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

BOSTON HIGH SCHOOL
(A company limited by guarantee)

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

Auditors' responsibilities for the audit of the financial statements

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

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

We have identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial experience, knowledge of the sector, a review of regulatory and legal correspondence and through discussions with Trustees and other management obtained as part of the work required by auditing standards. We have also discussed with the Directors and other management the policies and procedures relating to compliance with laws and regulations. We communicated laws and regulations throughout the team and remained alert to any indications of non-compliance throughout the audit.

The potential impact of different laws and regulations varies considerably. Firstly, the company is subject to laws and regulations that directly impact the financial statements (for example financial reporting legislation) and we have assessed the extent of compliance with such laws as part of our financial statements audit. This included the identification and testing of unusual material journal entries and challenging management on key estimates, assumptions and judgements made in the preparation of the financial statements. These key areas of uncertainty are disclosed in the accounting policies.

Secondly, the company is subject to other laws and regulations where the consequence for non-compliance could have a material effect on the amounts or disclosures in the financial statements from our general commercial experience, knowledge of the sector, a review of regulatory and legal correspondence and through discussions with Trustees and other management obtained as part of the work required by auditing standards. We have also discussed with the Directors and other management the policies and procedures relating to compliance with laws and regulations. We communicated laws and regulations throughout the team and remained alert to any indications of non-compliance throughout the audit.

The potential impact of different laws and regulations varies considerably. Firstly, the company is subject to laws and regulations that directly impact the financial statements (for example financial reporting legislation) and we have assessed the extent of compliance with such laws as part of our financial statements audit. This included the identification and testing of unusual material journal entries and Challenging management on key estimates, assumptions and judgements made in the preparation of the financial statements. These key areas of uncertainty are disclosed in the accounting policies.

Secondly, the company is subject to other laws and regulations where the consequence for non-compliance could have a material effect on the amounts or disclosures in the financial statements. We identified the following areas as those most likely to have such an effect: Ofsted rating, Health & Safety Law, HR & minimum wage law, Company Law, compliance with the Funding agreement, compliance with the Academy Trust Handbook and the completion of DBS checks.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection. We have performed audit work through

BOSTON HIGH SCHOOL
(A company limited by guarantee)

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

enquiries with management regarding any non-compliance and reviewed all available information to assess whether any breaches have been found. Through these procedures, if we became aware of any non-compliance, we considered the impact on the procedures performed on the related financial statement items.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. The further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. As with any audit, there is a greater risk of non-detection of irregularities as these may involve collusion, intentional omissions of the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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

Use of our report

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

Signed by:

C2A29D38CB13428...

Tara Bellamy FCA (Senior statutory auditor)

for and on behalf of

Duncan & Toplis Audit Limited

Oxley House
Lincoln Way
Louth
Lincolnshire
LN11 0LS

Date: 08-Dec-25 | 10:32 GMT

BOSTON HIGH SCHOOL
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO BOSTON
HIGH SCHOOL AND THE SECRETARY OF STATE FOR EDUCATION**

In accordance with the terms of our engagement letter dated 20 August 2025 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Boston High School during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes identified by Parliament and that the financial transactions do not conform to the authorities which govern them.

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

Respective responsibilities of Boston High School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Boston High School's funding agreement with the Secretary of State for Education dated 27 July 2012 and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

BOSTON HIGH SCHOOL
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO BOSTON
HIGH SCHOOL AND THE SECRETARY OF STATE FOR EDUCATION (CONTINUED)**

Approach

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

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

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

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


The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity and impropriety of the Trust's activities;
- Testing and review of the areas identified through the risk assessment including enquiry, identification of controls processes and examination of supporting evidence and additional verification work where considered necessary;
- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance and;
- Consideration of evidence obtained through the work detailed above and any work completed as part of our audit of the financial statements deemed relevant to support the regularity conclusion.

Conclusion

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

Signed by:


C2A29D38CB13428...

Tara Bellamy FCA (Reporting Accountant)
Duncan & Topliss Limited

Oxley House
Lincoln Way
Louth
Lincolnshire
LN11 0LS

Date: 08-Dec-25 | 10:32 GMT

BOSTON HIGH SCHOOL
(A company limited by guarantee)

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

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:						
Donations and capital grants	3	-	2,750	338,517	341,267	171,202
Other trading activities		-	213,980	-	213,980	197,606
Investments	6	20,183	-	-	20,183	29,811
Charitable activities:						
Funding for the Academy's educational operations		-	5,401,204	-	5,401,204	5,028,364
Total income		20,183	5,617,934	338,517	5,976,634	5,426,983
Expenditure on:						
Academy trust educational operations		236	5,766,141	387,220	6,153,597	5,535,281
Total expenditure		236	5,766,141	387,220	6,153,597	5,535,281
Net income/(expenditure)		19,947	(148,207)	(48,703)	(176,963)	(108,298)
Transfers between funds	19	-	(331,816)	331,816	-	-
Net movement in funds before other recognised gains/(losses)		19,947	(480,023)	283,113	(176,963)	(108,298)
Other recognised gains/(losses):						
Actuarial gains on defined benefit pension schemes	28	-	655,000	-	655,000	127,000
Pension surplus not recognised	28	-	(773,000)	-	(773,000)	(231,000)
Net movement in funds		19,947	(598,023)	283,113	(294,963)	(212,298)
Reconciliation of funds:						
Total funds brought forward		192,273	930,614	5,925,681	7,048,568	7,260,866

BOSTON HIGH SCHOOL
(A company limited by guarantee)

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

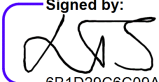
	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Note					
Net movement in funds	19,947	(598,023)	283,113	(294,963)	<i>(212,298)</i>
Total funds carried forward	212,220	332,591	6,208,794	6,753,605	<i>7,048,568</i>


BOSTON HIGH SCHOOL
(A company limited by guarantee)
REGISTERED NUMBER: 08314283

BALANCE SHEET
AS AT 31 AUGUST 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	13	6,208,794	5,895,541
Current Assets			
Stocks	14	7,201	1,630
Debtors	15	581,877	333,879
Investments	16	500,000	750,000
Cash at bank and in hand		337,112	747,673
Liabilities		1,426,190	1,833,182
Current liabilities			
Creditors: amounts falling due within one year	17	(881,379)	(680,155)
Net current assets		544,811	1,153,027
Total assets less current liabilities		6,753,605	7,048,568
Net assets excluding pension asset		6,753,605	7,048,568
Total net assets		6,753,605	7,048,568
Funds of the Academy			
Restricted funds:			
Fixed asset funds	19	6,208,794	5,925,681
Restricted income funds	19	332,591	930,614
Total restricted funds	19	6,541,385	6,856,295
Unrestricted income funds	19	212,220	192,273
Total funds		6,753,605	7,048,568

The financial statements on pages 29 to 63 were approved by the Trustees, and authorised for issue on 25 November 2025 and are signed on their behalf, by:

Signed by:

 6B1D20G6C08A43B.....
Mrs Lisa Smith
 Chair of Trustees

DocuSigned by:

 3E60667DD0E6473.....
Mr A Fulbrook
 Accounting Officer

BOSTON HIGH SCHOOL
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	21	(318,787)	101,858
Cash flows from investing activities	23	(91,773)	(425,881)
Cash flows from financing activities	22	(1)	(176)
Change in cash and cash equivalents in the year		(410,561)	(324,199)
Cash and cash equivalents at the beginning of the year		747,673	1,071,872
Cash and cash equivalents at the end of the year	24, 25	337,112	747,673

BOSTON HIGH SCHOOL
(A company limited by guarantee)

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

1. Accounting policies

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

1.1 Basis of preparation of financial statements

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

1.2 Going concern

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

BOSTON HIGH SCHOOL
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.3 Income

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

- **Grants**

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

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

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

- **Sponsorship income**

Sponsorship income provided to the Academy which amounts to a donation is recognised in the Statement of financial activities in the year in which it is receivable (where there are no performance-related conditions) where receipt is probable and it can be measured reliably.

- **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 and catering income, is recognised in the year it is receivable and to the extent the Academy 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.

- **Charitable activities**

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

BOSTON HIGH SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

1. Accounting policies (continued)

1.4 Expenditure (continued)

All resources expended are inclusive of irrecoverable VAT.

1.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

1.6 Taxation

The Academy is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

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

1.7 Tangible fixed assets

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of financial activities and carried forward in the Balance sheet. Depreciation on 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:

Depreciation is provided on the following basis:

Freehold land	-	Not depreciated
Freehold buildings	-	2% Straight line
Furniture and equipment	-	20% Straight line
Computer equipment	-	33% Straight line
Motor vehicles	-	20% 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.

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

1. Accounting policies (continued)

1.8 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.9 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.

1.10 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.

1.11 Liabilities

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

Salix loans are initially recognised at the amount received, with the carrying amount adjusted in subsequent years to reflect repayments and any accrued interest.

1.12 Provisions

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

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

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

1. Accounting policies (continued)

1.13 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

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.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17 and 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.14 Operating leases

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

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

1. Accounting policies (continued)

1.15 Pensions

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

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

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

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

1.16 Agency arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from DfE. Payments received from DfE and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in the notes.

1.17 Fund accounting

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

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

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

BOSTON HIGH SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

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 asset/(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 28, will impact the carrying amount of the pension asset/(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 asset/(liability) at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension asset/(liability).

3. Income from donations and capital grants

	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Donations	2,750	-	2,750	1,298
Capital Grants	-	338,517	338,517	169,904
	<u>2,750</u>	<u>338,517</u>	<u>341,267</u>	<u>171,202</u>
<i>Total 2024</i>	<u>1,298</u>	<u>169,904</u>	<u>171,202</u>	

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

4. Funding for the academy trust's educational operations

	Restricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Funding for the academy trust's educational operations			
DfE grants			
General Annual Grant (GAG)	3,515,255	3,515,255	3,322,621
Other DfE grants			
Pupil Premium	83,342	83,342	74,405
Other DfE/ESFA Revenue grants	87,555	87,555	116,480
Teachers pay and pension grants	386,992	386,992	155,708
16-19 Programme Allocation	1,252,837	1,252,837	1,286,524
	<hr/> 5,325,981	<hr/> 5,325,981	<hr/> 4,955,738
Other Government grants			
SEN 1-1 Funding	50,735	50,735	33,942
Other Local Authority revenue grants	5,140	5,140	2,046
	<hr/> 55,875	<hr/> 55,875	<hr/> 35,988
COVID-19 additional funding (DfE)			
Other DfE/ESFA income	-	-	18,743
	<hr/> -	<hr/> -	<hr/> 18,743
COVID-19 additional funding (non-DfE)			
Other COVID-19 funding	19,348	19,348	17,895
	<hr/> 19,348	<hr/> 19,348	<hr/> 17,895
	<hr/> 5,401,204	<hr/> 5,401,204	<hr/> 5,028,364
	<hr/> <hr/> 5,401,204	<hr/> <hr/> 5,401,204	<hr/> <hr/> 5,028,364

BOSTON HIGH SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

5. Income from other trading activities

	Restricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Catering income	206,972	206,972	193,632
Other income	7,008	7,008	3,974
	<u>213,980</u>	<u>213,980</u>	<u>197,606</u>

6. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Bank account interest	20,183	20,183	29,811
	<u>20,183</u>	<u>20,183</u>	<u>29,811</u>

7. Expenditure

	Staff Costs 2025 £	Premises 2025 £	Other 2025 £	Total 2025 £	<i>Total 2024 £</i>
Funding for the academy trust's educational operations:					
Direct costs	3,838,004	108,063	657,389	4,603,456	4,111,744
Support costs	877,947	392,454	279,740	1,550,141	1,423,537
	<u>4,715,951</u>	<u>500,517</u>	<u>937,129</u>	<u>6,153,597</u>	<u>5,535,281</u>
<i>Total 2024</i>	<u>4,323,088</u>	<u>406,044</u>	<u>806,149</u>	<u>5,535,281</u>	

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

8. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Funding for the academy trust's educational operations	4,603,456	1,550,141	6,153,597	5,535,281
<i>Total 2024</i>	<u>4,111,744</u>	<u>1,423,537</u>	<u>5,535,281</u>	

Analysis of direct costs

	Educational operations 2025 £	Total funds 2025 £	Total funds 2024 £
Staff costs	3,838,004	3,838,004	3,467,542
Depreciation	387,220	387,220	272,695
Educational supplies	108,372	108,372	132,393
Technology costs	41,868	41,868	37,414
Examination fees	129,172	129,172	119,991
Staff development	13,775	13,775	15,291
Educational consultancy	12,672	12,672	5,720
Other costs	62,663	62,663	53,439
Operating leases	9,710	9,710	7,259
	<u>4,603,456</u>	<u>4,603,456</u>	<u>4,111,744</u>

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

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational operations 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Staff costs	877,947	877,947	855,546
Technology costs	7,052	7,052	6,492
Recruitment and support	15,981	15,981	3,490
Maintenance of premises and buildings	194,422	194,422	127,892
Cleaning	47,427	47,427	35,119
Rent and rates	41,925	41,925	42,134
Energy costs	108,680	108,680	92,836
Insurance	28,063	28,063	20,955
Telephone, postage and stationery	30,377	30,377	42,487
Catering	132,601	132,601	124,924
Other costs	21,184	21,184	25,872
Bank interest and charges	2,929	2,929	2,393
Auditors' remuneration	22,150	22,150	22,266
Trustee travel reimbursed	312	312	316
Legal costs	5,192	5,192	7,443
Professional fees	13,899	13,899	13,372
	<u>1,550,141</u>	<u>1,550,141</u>	<u>1,423,537</u>

During the year ended 31 August 2025, the academy incurred the following Governance costs: £27,654 (2024 - £29,825) included within the table above in respect of Funding for the academy trust's educational operations.

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

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2025	2024
	£	£
Operating lease rentals	9,710	7,259
Depreciation of tangible fixed assets	387,220	272,695
Fees paid to internal auditors	6,095	2,625
Fees paid to external auditors for:		
- audit	10,675	10,070
- other services	5,380	9,571
	=====	=====

10. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2025	2024
	£	£
Wages and salaries	3,395,470	3,213,338
Social security costs	381,165	318,439
Pension costs	847,525	730,331
	=====	=====
	4,624,160	4,262,108
Agency staff costs	91,791	60,980
	=====	=====
	4,715,951	4,323,088

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

10. Staff (continued)

b. Staff numbers

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

	2025 No.	2024 No.
Teachers	43	44
Administration and support staff	51	54
Management	5	5
	99	103

The average headcount expressed as full-time equivalents was:

	2025 No.	2024 No.
Teachers	37	39
Administration and support staff	33	34
Management	5	5
	75	78

c. Higher paid staff

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

	2025 No.	2024 No.
In the band £60,001 - £70,000	4	2
In the band £70,001 - £80,000	1	2
In the band £80,001 - £90,000	2	-
In the band £130,001 - £140,000	1	1

d. Key management personnel

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £706,698 (2024 - £634,389).

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

11. Trustees' remuneration and expenses

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

		2025	2024
		£	£
Mr A Fulbrook, Headteacher	Remuneration	135,000 - 140,000	130,000 - 135,000
	Pension contributions paid	35,000 - 40,000	30,000 - 35,000
Mr C Collins, Staff Trustee	Remuneration	10,000 - 15,000	5,000 - 10,000
	Pension contributions paid	0 - 5,000	0 - 5,000
Mr C Needham, Staff Trustee	Remuneration	30,000 - 35,000	25,000 - 30,000
	Pension contributions paid	5,000 - 10,000	5,000 - 10,000
Mrs J Wise, Staff Trustee	Remuneration	60,000 - 65,000	55,000 - 60,000
	Pension contributions paid	15,000 - 20,000	10,000 - 15,000

During the year, retirement benefits were accruing to 4 Trustees (2024 - 4) in respect of defined contribution pension schemes.

During the year ended 31 August 2025, travel expenses totalling £193 were reimbursed or paid directly to 2 Trustees (2024 - £317 to 1 Trustee).

12. Trustees' and Officers' insurance

The Academy 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.

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

13. Tangible fixed assets

	Freehold property £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation					
At 1 September 2024	6,289,159	1,184,827	431,046	48,598	7,953,630
Additions	-	645,526	54,947	-	700,473
At 31 August 2025	<u>6,289,159</u>	<u>1,830,353</u>	<u>485,993</u>	<u>48,598</u>	<u>8,654,103</u>
Depreciation					
At 1 September 2024	1,244,432	458,625	340,929	14,103	2,058,089
Charge for the year	108,063	210,391	60,650	8,116	387,220
At 31 August 2025	<u>1,352,495</u>	<u>669,016</u>	<u>401,579</u>	<u>22,219</u>	<u>2,445,309</u>
Net book value					
At 31 August 2025	<u><u>4,936,664</u></u>	<u><u>1,161,337</u></u>	<u><u>84,414</u></u>	<u><u>26,379</u></u>	<u><u>6,208,794</u></u>
At 31 August 2024	<u><u>5,044,727</u></u>	<u><u>726,202</u></u>	<u><u>90,117</u></u>	<u><u>34,495</u></u>	<u><u>5,895,541</u></u>

Included in freehold property is an amount of £886,000 relating to land which is not depreciated.

14. Stocks

	2025 £	2024 £
Canteen stock	<u><u>7,201</u></u>	<u><u>1,630</u></u>

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

15. Debtors

	2025 £	2024 £
Other debtors	2,038	60,921
Prepayments and accrued income	522,956	206,313
VAT recoverable	56,883	66,645
	<u>581,877</u>	<u>333,879</u>

16. Current asset investments

	2025 £	2024 £
12-month deposit account	<u>500,000</u>	<u>750,000</u>

17. Creditors: Amounts falling due within one year

	2025 £	2024 £
Salix loans	-	1
Trade creditors	284,333	160,482
Other taxation and social security	88,688	71,118
Other creditors	275,574	266,092
Accruals and deferred income	232,784	182,462
	<u>881,379</u>	<u>680,155</u>

Salix loan includes loans payable within one year of £NIL (2024: £1), which consists of:
£1 relates to a Salix loan agreement, incepted as part of a heating system project. This loan is repayable through sixteen installments over the remaining 8 year period, with an interest rate of 0%.

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

18. Accruals and deferred income

	2025 £	2024 £
Deferred income at 1 September 2024	18,632	-
Resources deferred during the year	-	18,632
Amounts released from previous periods	(18,632)	-
Deferred income at 31 August 2025	-	18,632

Deferred income relates to rates relief.

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

19. Statement of funds

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2025 £
Unrestricted funds						
General funds	192,273	20,183	(236)	-	-	212,220
Restricted general funds						
General Annual Grant (GAG)	930,614	3,515,255	(3,781,462)	(331,816)	-	332,591
Other DfE/ESFA grants	-	474,547	(474,547)	-	-	-
Other income	-	216,730	(216,730)	-	-	-
16-19 Programme allocation	-	1,252,837	(1,252,837)	-	-	-
Pupil premium	-	83,342	(83,342)	-	-	-
Other grants - local authority	-	55,875	(55,875)	-	-	-
Other DfE/ESFA COVID-19 funding	-	19,348	(19,348)	-	-	-
Pension reserve	-	-	118,000	-	(118,000)	-
	930,614	5,617,934	(5,766,141)	(331,816)	(118,000)	332,591
Restricted fixed asset funds						
Other DfE/ESFA grants	303,860	338,517	(68,161)	48,971	-	623,187
Capital expenditure from GAG	675,550	-	(213,139)	282,845	-	745,256
Capital expenditure from other income	4,946,271	-	(105,920)	-	-	4,840,351
	5,925,681	338,517	(387,220)	331,816	-	6,208,794

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

19. Statement of funds (continued)

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2025 £
Total Restricted funds	6,856,295	5,956,451	(6,153,361)	-	(118,000)	6,541,385
Total funds	7,048,568	5,976,634	(6,153,597)	-	(118,000)	6,753,605

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

19. Statement of funds (continued)

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

General Annual Grant (GAG) and 16-19 programme allocation must be used for the normal running costs of the Academy.

Other DfE/ESFA Grants comprise of various grants awarded for specific projects, in particular to boost standards of attainment. Grants include Pupil Premium funding which is intended to support education for pupils from a disadvantaged background. Grants also include teachers pay and pension grants which is intended to provide support with the financial implications of teachers' pay awards.

Local Government Grants includes funding provided for pupils with Statements of Special Educational Needs and is used by the academy to assist with the pupils education.

Devolved capital funding is that provided to academies to use as it see fit in areas such as improvements to buildings or facilities, or the repair or refurbishment of such.

Other capital grants are provided to the academy based on specific bids for individual projects.

Other income comprises various other receipts including school meals. The income is classed as restricted or unrestricted funds based on the nature of the income.

The pension reserve arises from the actuarial measurement of the Academy's share of the Local Government Pension Scheme deficit. This surplus/deficit is recorded as a provision. The actuarial cost of employing staff during the year is initially reflected in the normal running costs of the school in the restricted pension fund. The amount included in resources expended represents the pension cost for the year charged to income and expenditure that arises from actuarial calculations of service cost rather than employer contributions paid, and amounts to (£118,000). Actuarial gains and losses that arise from changes in assumptions by the actuary or wider influences are shown in the restricted pension fund, the movement this year being a net £118,000 actuarial increase in the net pension fund surplus/deficit. Of which £655,000 relates to an actuarial decrease in the net pension fund deficit, and a further £773,000 increase due to the pension surplus not being recognised. Please see the pension commitments note for more details.

Restricted fixed asset funds represent monies received in respect of and spent on fixed assets. This includes asset inherited on conversion. The total of resources expended within the fund include the depreciation charge for the year. The transfers figure is the amount of other funds used to acquire fixed assets.

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

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

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19. Statement of funds (continued)

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

	<i>Balance at 1 September 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2024 £</i>
Unrestricted funds						
General funds	162,750	29,811	(288)	-	-	192,273
Restricted general funds						
General Annual Grant (GAG)	1,092,280	3,322,621	(3,037,109)	(447,178)	-	930,614
Other DfE/ESFA grants	270,916	272,188	(543,104)	-	-	-
Other income	99,123	198,904	(298,027)	-	-	-
16-19 Programme allocation	-	1,286,524	(1,286,524)	-	-	-
Pupil premium	1,875	74,405	(76,280)	-	-	-
Other grants - local authority	3,070	35,988	(39,058)	-	-	-
Other DfE/ESFA COVID-19 funding	23,467	36,638	(60,105)	-	-	-
Coronavirus mass testing funding	26,091	-	(26,091)	-	-	-
Pension reserve	-	-	104,000	-	(104,000)	-
	<u>1,516,822</u>	<u>5,227,268</u>	<u>(5,262,298)</u>	<u>(447,178)</u>	<u>(104,000)</u>	<u>930,614</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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19. Statement of funds (continued)

	<i>Balance at 1 September 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2024 £</i>
Restricted fixed asset funds						
Other DfE/ESFA grants	216,807	169,904	(160,150)	77,299	-	303,860
Capital expenditure from GAG	311,039	-	(5,368)	369,879	-	675,550
Capital expenditure from other income	5,053,448	-	(107,177)	-	-	4,946,271
	<u>5,581,294</u>	<u>169,904</u>	<u>(272,695)</u>	<u>447,178</u>	<u>-</u>	<u>5,925,681</u>
Total Restricted funds	<u>7,098,116</u>	<u>5,397,172</u>	<u>(5,534,993)</u>	<u>-</u>	<u>(104,000)</u>	<u>6,856,295</u>
Total funds	<u>7,260,866</u>	<u>5,426,983</u>	<u>(5,535,281)</u>	<u>-</u>	<u>(104,000)</u>	<u>7,048,568</u>

20. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	-	6,208,794	6,208,794
Current assets	212,220	1,213,970	-	1,426,190
Creditors due within one year	-	(881,379)	-	(881,379)
Total	<u>212,220</u>	<u>332,591</u>	<u>6,208,794</u>	<u>6,753,605</u>

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20. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2024 £</i>	<i>Restricted funds 2024 £</i>	<i>Restricted fixed asset funds 2024 £</i>	<i>Total funds 2024 £</i>
Tangible fixed assets	-	-	5,895,541	5,895,541
Current assets	192,273	1,610,769	30,140	1,833,182
Creditors due within one year	-	(680,155)	-	(680,155)
Total	192,273	930,614	5,925,681	7,048,568

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

	2025 £	2024 £
Net expenditure for the year (as per Statement of financial activities)	(176,963)	(108,298)
Adjustments for:		
Depreciation	387,220	272,695
Capital grants from DfE and other capital income	(338,517)	(169,904)
Interest receivable	(20,183)	(29,811)
Defined benefit pension scheme cost less contributions payable	(93,000)	(91,000)
Defined benefit pension scheme finance cost	(25,000)	(13,000)
Increase in stocks	(5,571)	(816)
Increase in debtors	(247,993)	(73,518)
Increase in creditors	201,220	315,510
Net cash (used in)/provided by operating activities	(318,787)	101,858

22. Cash flows from financing activities

	2025 £	2024 £
Repayments of borrowing	(1)	(176)
Net cash used in financing activities	(1)	(176)

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23. Cash flows from investing activities

	2025 £	2024 £
Dividends, interest and rents from investments	20,183	29,811
Purchase of tangible fixed assets	(700,473)	(625,596)
Cash deposits into short term bank deposit account	(500,000)	-
Cash withdrawals from short term bank deposit account	750,000	-
Capital grants from DfE Group	338,517	169,904
Net cash used in investing activities	(91,773)	(425,881)

24. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash at bank and at hand	176,148	586,709
Notice deposits (less than 3 months)	160,964	160,964
Total cash and cash equivalents	337,112	747,673

25. Analysis of changes in net debt

	At 1 September 2024 £	Cash flows £	At 31 August 2025 £
Cash at bank and in hand	747,673	(410,561)	337,112
Debt due within 1 year	(1)	1	-
Liquid investments	750,000	(250,000)	500,000
	1,497,672	(660,560)	837,112

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26. Contingent liabilities

During the period of the Funding Agreement, in the event of the sale or disposal by other means of any asset for which a Government capital grant was received, the Academy is required either to re-invest the proceeds or to repay to the Secretary of State for Education the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

Upon termination of the Funding Agreement, whether as a result of the Secretary of State or the Academy serving notice, the Academy shall repay to the Secretary of State sums determined by reference to:

- (a) the value at that time of the Academy's site and premises and other assets held for the purpose of the Academy: and
- (b) the extent to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the Funding Agreement.

27. Capital commitments

	2025 £	2024 £
Contracted for but not provided in these financial statements		
Acquisition of tangible fixed assets	-	30,022

28. Pension commitments

The Academy's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Lincolnshire 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.

Contributions amounting to £101,917 were payable to the schemes at 31 August 2025 (2024 - £94,070) and are included within creditors.

Teachers' Pension Scheme

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

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

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**NOTES TO THE FINANCIAL STATEMENTS
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28. 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 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 2027.

The employer's pension costs paid to TPS in the year amounted to £664,137 (2024 - £566,440).

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

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

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28. Pension commitments (continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £326,000 (2024 - £306,000), of which employer's contributions totalled £269,000 (2024 - £253,000) and employees' contributions totalled £ 57,000 (2024 - £53,000). The agreed contribution rates for future years are 25.5 per cent for employers and 5.5 - 8.5 per cent for employees.

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

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

Principal actuarial assumptions

	2025	2024
	%	%
Rate of increase in salaries	3.55	3.75
Rate of increase for pensions in payment/inflation	2.55	2.75
Discount rate for scheme liabilities	6.05	5.10

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

	2025	2024
	Years	Years
<i>Retiring today</i>		
Males	21.4	19.5
Females	23.4	22.7
<i>Retiring in 20 years</i>		
Males	23.0	20.7
Females	25.1	24.1

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28. Pension commitments (continued)

Sensitivity analysis

	2025 £000	2024 £000
Discount rate +0.1%	(46)	(55)
Discount rate -0.1%	47	57
Mortality assumption - 1 year increase	54	76
Mortality assumption - 1 year decrease	(53)	(74)
CPI rate +0.1%	44	52
CPI rate -0.1%	(43)	(50)

Share of scheme assets

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

	At 31 August 2025 £	At 31 August 2024 £
Equities	2,012,000	1,721,000
Corporate bonds	449,000	436,000
Property	277,000	223,000
Cash and other liquid assets	102,000	105,000
Infrastructure	167,000	132,000
Absolute return fund	644,000	523,000
Total market value of assets	3,651,000	3,140,000

The actual return on scheme assets was £244,000 (2024 - £290,000).

The amounts recognised in the Statement of financial activities are as follows:

	2025 £	2024 £
Current service cost	(173,000)	(161,000)
Interest income	167,000	145,000
Interest cost	(142,000)	(132,000)
Administrative expenses	(3,000)	(1,000)
Total amount recognised in the Statement of financial activities	(151,000)	(149,000)

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28. Pension commitments (continued)

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

	2025 £	2024 £
At 1 September	3,140,000	2,617,000
Current service cost	173,000	161,000
Interest cost	142,000	132,000
Employee contributions	57,000	53,000
Actuarial (gains)/losses	(578,000)	18,000
Benefits paid	(56,000)	(72,000)
Asset ceiling adjustment	773,000	231,000
At 31 August	3,651,000	3,140,000

Without the asset ceiling adjustment, there would be a net pension scheme asset of £1,122,000 (2024 - £349,000). In the opinion of the trustee's, this asset cannot be realistically recovered from the pension scheme, either by direct payment or future pension service contributions, hence an adjustment has been made to remove the pension scheme net surplus.

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

	2025 £	2024 £
At 1 September	3,140,000	2,617,000
Interest income	167,000	145,000
Actuarial gains	77,000	145,000
Employer contributions	269,000	253,000
Employee contributions	57,000	53,000
Benefits paid	(56,000)	(72,000)
Admin expenses	(3,000)	(1,000)
At 31 August	3,651,000	3,140,000

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29. Operating lease commitments

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

	2025 £	2024 £
Not later than 1 year	5,520	2,486
Later than 1 year and not later than 5 years	17,480	-
	<u>23,000</u>	<u>2,486</u>

30. 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.

31. Related party transactions

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

Income related party transactions

Andrew Fulbrook and Lisa Smith act as trustees for both Boston High School and Boston High School Fund. During the year, Boston High School Fund paid £74,925 to the academy trust for educational trips and visits. At the year end there is a balance of £385 owed to the academy. The trustees gave regard to the requirements of the Academy Trust Handbook in relation to these transactions.

Expenditure related party transactions

Andrew Fulbrook and Lisa Smith act as trustees for both Boston High School and Boston High School Fund. During the year, Boston High School Fund received £74,925 from the academy trust for educational trips and visits. At the year end there is a balance of £Nil owed from the academy. The trustees gave regard to the requirements of the Academy Trust Handbook in relation to these transactions.

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32. Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for DfE. In the accounting period ending 31 August 2025 the trust received £46,905 and disbursed £22,637 from the fund. As at 31 August 2025, the cumulative unspent 16-19 bursary fund is £117,559, of which £25,354 relates to undistributed funding that is repayable to the DfE. Comparatives for the accounting period ending 31 August 2024 are £50,337 received, £22,637 disbursed, total cumulative unspent fund of £95,636 of which £47,817 was repayable to DfE.