

Registration number: 07989226

Braunton School and Community College Academy Trust

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 August 2023

Thompson Jenner LLP
1 Colleton Crescent
Exeter
Devon
EX2 4DG

Braunton School and Community College Academy Trust

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Braunton School and Community College Academy Trust

Reference and administrative details

Members	Mr M Cammack (resigned 11 January 2023) Mr M Juby Mr N Tanton Mr A Cork (appointed 8 March 2023) Mr S Nicholls (appointed 8 March 2023) Ms J Fry (appointed 18 October 2022)
Trustees (Directors)	Ms J Fry, Chair (appointed 13 September 2022) Mr M Juby, Chair (resigned 13 September 2022) Ms C Beech Mrs F Bowler Mr G Brown Mr A Clee Ms R Dalton Mr B Eason Mr D Hartnoll Mr N Plumb Mr D Sanders (resigned 11 October 2022) Ms E Trueman Mrs F Poytner (appointed 23 May 2023) Mrs A Jerrard (appointed 11 October 2023)
Company Secretary	Mrs A Hellmund
Principal	Mrs F Bowler
Senior Management Team	Mrs F Bowler, Principal Ms S Piper, Business Manager (resigned 31/08/2023) Mr J Frickleton, KS3 Raising Standards Leader Mrs J Craig, Assistant Vice Principal (Curriculum/Student Progress) Mrs K De Groot, Director of Additional Learning Needs Mr A Parsons, Head of Vocational & Character Education Mrs A Hellmund, HR & Admin Systems Manager Mrs E Woodhead, Assistant Vice Principal, DSL - Inclusion Mr G Twohig, Vice Principal Ms S Williams, Finance Manager (appointed 01/09/2023)
Principal and Registered Office	Barton Lane Braunton Devon EX33 2BP

Braunton School and Community College Academy Trust

Reference and administrative details (continued)

Company Registration Number 07989226

Auditors Thompson Jenner LLP
1 Colleton Crescent
Exeter
Devon
EX2 4DG

Bankers Lloyds TSB
17 Cross Street
Barnstaple
Devon
EX31 1BE

Solicitors Foot Anstey
Senate Court
Southernhay Gardens
Exeter
Devon
EX1 1NT

Braunton School and Community College Academy Trust

Trustees' report for the Year Ended 31 August 2023

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

The Trust operates an Academy for pupils aged 11 to 16 serving a catchment area in North Devon. It has a pupil capacity of 810 and had a roll of 806 in the school census on 6th October 2023.

Structure, governance and management

Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of Braunton School and Community College Academy Trust are also the Directors of the charitable company for the purposes of company law. The charitable company is known as Braunton Academy.

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

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.

Trustees' indemnities

The Academy Trust through its Articles has indemnified its Trustees to the fullest extent permissible by law. During the period the Academy Trust also purchased and maintained liability insurance for its Trustees.

Method of recruitment and appointment or election of Trustees

The Academy's Governing Body comprises the Principal, 5 Parent Governors, up to 5 Staff Governors (providing that the total number of Governors, including the Principal, who are employees of the Academy Trust, does not exceed one third of the total number of Governors) and up to 5 Community Governors.

The Academy Trust shall have the following Governors as set out in its Articles of Association and funding agreement:

- up to 14 Governors in total (3 of whom are currently Trust members).
- up to 5 Parent Governors who are elected by [Parents of registered pupils at the Academy].
- up to 3 staff Governors appointed by [Staff of the Academy] (one of which is the Principal)
- up to 5 Community Governors who are appointed by [the Governing Body].

Governors are appointed for a four year period, except that this time limit does not apply to the Principal or Members of the Board of Trust. Subject to remaining eligible to be a particular type of Governor, any Governor can be re-appointed or re-elected.

When appointing new Community Governors, the Board will give consideration to the skills and experience mix of existing Governors in order to ensure that the Board has the necessary skills to contribute fully to the Academy's development. Staff and Parent Governors are recruited through an election process (see above).

Braunton School and Community College Academy Trust

Trustees' report for the Year Ended 31 August 2023 (continued)

Policies and procedure, including Safeguarding protocols adopted for the induction and training of Trustees

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

1. All new governors are required to attend New Governor Training through LDP Governor Support.
2. All new governors are required to attend a full round of Portfolio and Full Governing Body meetings to familiarise themselves with the procedures of the Governing Body.
3. All new Governors receive a comprehensive Induction pack of past minutes and further appropriate information to enable them to become effective governors.
4. All new governors are subject to process of Enhanced DBS checks and GDPR awareness training.

Organisational structure

The Full Governing Body meets twice each term. The Board establishes an overall framework for the governance of the Academy and determines membership, terms of reference and procedures of Portfolio groups. It receives reports including policies from its Portfolio Groups for ratification. It monitors the activities of the Portfolio Groups through the reports of their meetings. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale.

The Portfolio Groups include:

- Finance, Estate and Audit, including security and health and safety matters.
- Leadership, Management and risk, including Staff resourcing.
- Quality of Education, which includes Student Progress, Teaching, Learning, Assessment & Outcomes
- Behaviour, Attitudes & Personal Development (including safeguarding),

The Portfolio Groups meet a minimum of once per term to monitor, evaluate and review Academy policy, practice and performance in relation to curriculum planning, communications, target setting and assessment and all pastoral issues.

The following decisions are reserved to the Board of Governors; to consider any proposals for changes to the status of constitution of the Academy and its governing body portfolio structure, to appoint or remove the Chairman and/or Vice Chairman, to appoint the Principal and Company Secretary, to approve the capital expenditure plan, school improvement plan and budget.

The Governors are responsible for setting general financial policy, adopting an annual plan and budget, approving the statutory accounts, monitoring the Academy by the use of budgets and other data, and making major decisions about the direction of the Academy, capital expenditure and staff appointments.

The Trustees and Board of Governors have devolved responsibility for day to day management of the Academy to the Principal and Senior Leadership Team (SLT). The SLT comprises the Principal, Deputy Head teacher, two Assistant Head teacher's, Director of ALN, Head of Vocational & Character Education, KS3 Raising Standard Leader, and includes the Business Manager, and the H.R./Admin Systems Manager. The SLT implement the policies laid down by the Governors and report back to them on performance.

Braunton School and Community College Academy Trust

Trustees' report for the Year Ended 31 August 2023 (continued)

The Academy has a leadership structure which consists of the Governors and the Senior Leadership Team. The aim of the leadership structure is to devolve responsibility and encourage involvement in decision making at all levels. The Principal is the Accounting Officer.

Arrangements for setting pay and remuneration of key management personnel

The Academy uses the Teachers' Pay and Conditions Book when setting pay for all teaching staff. The Academy uses 'BlueSky' to record CPD training, and Lesson Observations for teachers. The Senior Leader responsible for the reviews liaises with the Head of Department, who line manages the teacher. The Academy works with the School Pay Policy in determining whether a member of staff has met their targets and had successful lesson observations, before pay decisions are made.

The Leadership and Management Portfolio Group of the Governing Body have delegated powers to agree and ratify pay decisions for staff, following discussions and recommendations by the Senior Leadership Team and evidence to support these recommendations.

The Principal's, Headteacher Performance Management (HTPM) / Pay review is undertaken by the Leadership and Management Portfolio Group in conjunction with the School Improvement Partner annually.

Trade union facility time

Under the provisions of the Trade Union (Faculty Time Publication Requirements) Regulations 2017, Braunton Academy can confirm the following in respect to Schedule 2 of the Regulations

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
	1

Percentage of time spent on facility time

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

Percentage of pay bill spend on facility time

Total cost of facility time	Nil
Total pay bill	Nil
Percentage of the total pay bill spend on facility time	Nil

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	Nil
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Braunton School and Community College Academy Trust

Trustees' report for the Year Ended 31 August 2023 (continued)

Related Parties and other Connected Charities and Organisations

The Academy has always maintained strong collaborative links with its five partner primary schools, which form the Local Learning Community; this mutually supportive relationship has since September 2019 been further strengthened with the formation of the co-operative Trust, called the 'Braunton Learning Community Trust'. The establishment of a more formal partnership which ensures engagement and commitment of all schools into supporting transition and other learning partnership initiatives for the benefit of the students and their parent/carers within the group.

In addition, Braunton Academy has close informal partnerships with local Colleges, secondary schools, special schools and behavioural support units in the North Devon Area. More formal relationships are undertaken with the other North Devon secondary school through The North Devon Academic Board (NORDAB). The Academy also works closely with the South West Institute for Teaching (SWIFT), and the North Devon Teaching School Alliance (NDTSA). None of these partnerships or collaborations can either control or significantly influence the decisions and operations of Braunton Academy Trust.

Objectives and aims

The principle objective and activity of Braunton Academy is to advance, for the public benefit, education in the United Kingdom, in particular by establishing, maintaining, managing and developing a school that offers a broad range of curriculum for students of different abilities in the 11-16 age range.

The principle objective and activity of the Charitable Company is the operation of Braunton Academy to provide free education and care for students of different abilities between the ages of 11 and 16.

Braunton Academy's vision for all is clearly shared in the Academy Prospectus, stating:

"By the time our students are ready to leave us, we want them all to reach their full academic potential and to be successful independent learners who can look forward to enjoy a fulfilling, prosperous and healthy life. In addition, we want our young people to play an active part in making our world a more peaceful, equitable and sustainable place.

Braunton Academy is committed to providing high quality, innovative learning experiences through an exciting and innovative curriculum."

The strap-line for Braunton Academy is 'Aspire & Achieve': encouraging each student to realise his or her full academic, creative and physical potential and to develop positive social and moral values. The Academy is a community in which all young people can flourish supported by some outstanding, well-trained staff and some well informed and fully engaged parents.

The specific aims of Braunton Academy during the period ended 31 August 2023 are summarised below:

- to continue to raise the standard of educational attainment and achievement of all students;
- to provide a broad and balanced curriculum, including a good range extra-curricular activities before and after core school time;
- to develop students as effective, independent life-long learners;
- to continue to develop all of the staff so they can deliver the best learning experiences to our students in a safe and pleasant learning environment;
- to develop the Academy site, its resources and facilities, so that it enables students to achieve their full potential;
- to ensure that every student enjoys the same high quality education in terms of resourcing, tuition and care;

Braunton School and Community College Academy Trust

Trustees' report for the Year Ended 31 August 2023 (continued)

- to improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;
- to ensure best value for the funds expended;
- to develop greater coherence, clarity and effectiveness in school systems;
- to comply with all appropriate statutory safeguarding, health and safety and curriculum requirements;
- to maintain close links with the local community and local businesses;
- to continue to develop strong and reciprocal national and international, school links;
- to develop the Academy's capacity to lead and manage change, and
- to conduct the Academy's business in accordance with the highest standards of integrity, probity and openness.
- to work with the local authority to ensure the academy is able to provide a place to all students who live within the local learning community.

Objectives, strategies and activities

Detailed strategies for the year are contained in the Academy Development Plan 2023/24: which is available from the Academy website. Improvement focuses identified for this year included:

Key Priority 1- To embed the new BA lesson structure and feedback policy into daily practice to improve student outcomes.

- Ensure consistent use of language for learning across the Academy
- Embed the pedagogy of the science of learning through memory recall and knowledge booklets
- Embed the explicit teaching of tier 2 and 3 vocabulary at the start of lessons
- Embed a consistent whole school approach to feedback using the Learning Analysis forms
- Embed RAMP activities to address gaps in knowledge and misconceptions
- Improve student outcomes through targeted/bespoke intervention at class teacher, department and whole school level using effective assessment processes.
- Review and adapt planning, schemes of learning, curriculum overviews in response to student performance assessed using the learning Analysis forms

Key Priority 2 – Improved attendance to the pre-covid national average of 95%.

- Increase the profile of attendance through regular activities at tutor, HOY and Whole School level
- Embed attendance processes throughout the pastoral system to create effective early intervention
- Create a package of support to reintegrate students following long term absence
- Work in collaboration with the Braunton Partnership to identify key families for targeted support
- Work in collaboration with NORDAB schools to share good practice and create locally agreed support systems
- Create intervention packages/differentiated planning to support students gaps in knowledge created by poor attendance
- Develop the use of Oak Academy to support student progress when absent from school
- Ensure high quality Careers and Guidance for students at risk of becoming NEET

Braunton School and Community College Academy Trust

Trustees' report for the Year Ended 31 August 2023 (continued)

Key Priority 3 – Improve learning outcomes for Disadvantaged Students by the full implementation of the 3-tiered strategy.

- Conduct an external review of pupil premium progress
- Ensure the consistency of the whole school teaching and learning policy and feedback policy
- Relaunch and embedding of the new Personal Study programme including knowledge booklets, deeper learning literacy sessions and learn to learn metacognition sessions
- Review and create a new literacy policy for the development of reading, writing and oracy across the curriculum
- Further development of academic mentoring through catch up and pupil premium funding
- Create a new parental engagement strategy
- Create new tracking systems that provides information on impact from academic and inclusion interventions
- Embed the adaptations to the Behaviour and Relationships policy
- Review and relaunch the Homework policy

Key Priority 4 – Successfully managing the current budget restrictions, building development and increased intake.

- Embed new Impact Review Quality assurance processes at Senior and Middle Leader level that regularly review impact in relation to cost
- Complete a full review of all academy costs to provide a plan of savings that has minimum impact on curriculum delivery
- Redevelop the IT infrastructure to support the technological developments required to ensure that the Academy can function effectively and reach the appropriate level of cyber security.
- Apply to the RSC for the change of capacity
- Adapt the 5 year building plan to incorporate the expansion
- Create a recruitment strategy for both teaching and support staff
- Review the KS4 curriculum offer to support the increase and changes to the ALN profile within the Academy
- Ensure the Academy has fully responded to the expectations in the white paper including those related to the school day

Public benefit

The Academy provides educational services to all children in the local area. The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regard to the public benefit guidance provided by the Charity Commission.

Braunton Academy aims to advance, for the public benefit, education in Braunton and the surrounding area. As an Academy, the school has a duty to engage with and support other schools, which takes place through the various vehicles of the Braunton Learning Community Trust, NORDAB, SWIFT and NDTSA. We support schools through sharing experiences, advice and providing support and guidance from the Academy's fully qualified staff and the occasional provision of outreach work. The Academy offers the use of its specialist facilities to enhance the learning opportunities for all its partner Primary Schools.

Braunton School and Community College Academy Trust

Trustees' report for the Year Ended 31 August 2023 (continued)

Strategic Report

Achievements and performance

Exam results 2023 (August 2023 unvalidated)

English and Maths 4+	77%
English and Maths 5+	56%
Progress 8 Score	+0.3
Attainment 8 Score	53.36
Entered for EBACC	31%
Achieving EBACC	24%

Going concern

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

Financial review

Despite the impact of Covid 19, the continued financial uncertainty and turbulence in government funding, years of real terms cuts to school funding and a funding formula that disadvantages schools with a similar profile to Braunton Academy, the Trustees are content that the Academy is in a strong financial position due to a culture and history of prudent financial management and governance. The Trustees remain committed to ensuring that any funds expended, will impact positively on the teaching and learning of our students.

Restricted funds:

During this reporting period, the Academy Trust received a General Annual Grant (GAG) of £4,159k and spent £4,007k on the educational operational expenditure.

An additional transfer of £91k has also been made.

Of the £4,007k expenditure. Staff expenditure has amounted to £3,377k. Building and maintenance £281k, educational supplies and services £162k, ICT costs £111k, other costs amounting to £74k.

Other restricted fund income amounted to £880k, this is more notably made up of Pupil Premium £99k, High Needs funding £151k, ESFA Supplementary Funding £189k, DCC Growth Fund £57k.

Much of the relative expenditure totalling £816k has been spent on staff - £519k.

Amounting in a carried forward balance of £670k.

Braunton School and Community College Academy Trust

Trustees' report for the Year Ended 31 August 2023 (continued)

Restricted Fixed Asset Funds:

During the period, the school has seen significant investment in Capital projects both through investment directly from the school and devolved capital funds with additions of £265k, which includes the following

- £168k to complete the improvements to the 3G Pitch and fencing, with grants received from two local charities, Fullabrook £20k and Vivienne Moon £15k, £5k from Braunton Football Club.
- £40k to extend the Technology IT suite and equipment, funding from DCC capital grant.
- £57k to improve the sports hall changing rooms and ventilation, work commissioned by DCC.
- Other capital expenditure includes
 - a. Tractor to maintain the new AGP surface
 - b. New Fire Door for Sports Hall
 - c. New set of tables & chairs
 - d. Re-carpeted - Rooms 1 - 4.
 - e. Fine Art - Water boiler
 - f. Improvements to the science block student toilets
 - g. Replacement fencing - safeguarding concern
 - h. X 20 laptops to support Additional needs-students
 - i. CCTV Upgrade in the science block and externally
 - j. Installation of fencing in the school playing field, Tweedies.

Unrestricted funds:

The Academy trust brought forward an Unrestricted Fund balance of £450k. During the reporting period incoming resources associated with Canteen Income, Traded activities and donations amounted to £213k and the cost of generating such income was £239k.

Reserves policy

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

The Governors have determined that the appropriate level of free cash reserves should be approximately £300,000. 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.

At 31st August 2023 the Academy had £467k of unrestricted free reserves and also £459k of restricted General Annual Grant which is available to spend on Educational activities. Other restricted reserves are detailed in note 16 to the financial statements.

Investment policy

All funds surplus to immediate requirements are invested to optimal effect. Where cash flows allows, sums may be invested on deposits for extended periods.

Governors are committed to ensuring that all funds under the control are managed in such a way as to maximise return whilst minimising risk.

Braunton School and Community College Academy Trust

Trustees' report for the Year Ended 31 August 2023 (continued)

Principal risks and uncertainties

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

Financial – the Academy has considerable reliance on continued Government funding through the ESFA. In the last year £4,159k of the Academy's incoming resources were ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

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

Reputational – the continuing success of the Academy is dependent on continuing to attract students in sufficient numbers by maintaining the highest educational standards. To mitigate this risk, Governors ensure that student success and achievement are closely monitored and reviewed. In addition, a positive Academy marketing strategy has been developed to maximise intake with KS3 & KS4 now at PAN or above, with a 'waiting list'.

Safeguarding and child protection – the Governors continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of Safeguarding/ Child Protection policies and procedures, health & safety and discipline.

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

Fraud and mismanagement of funds – The Academy has appointed an Internal Auditor to carry out checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

The Finance, Estate & Audit Portfolio Group meets twice a term to examine the financial health of the Academy. They review performance against budgets and overall expenditure by means of regular update reports. The Governors also regularly review cash flow forecasts and ensure sufficient funds are held to cover all known and anticipated commitments.

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