

Company Registration Number: 6397195 (England & Wales)

HAMMERSMITH ACADEMY TRUST

(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Members	The Mercers' Company The Worshipful Company of Information Technologists
Trustees	R Hooper N Aston S Block (Resigned 21 June 2024) R Cassell A Ellams (Resigned 21 June 2024) E Harrison T Hartley (Resigned 31 December 2023) K Langton A Patel S Patel K Sandford M Winslow J Slaughter L Dubash T Bell R Vincent Shalene Shimer (appointed 21 June 2024) Fred Hitchcock (appointed 21 June 2024)
Company registered number	6397195
Company name	Hammersmith Academy Trust
Principal and registered office	Hammersmith Academy 25 Cathnor Road London W12 9JD
Company secretary	P Sircar
Senior management team	G Kynaston, Headteacher Chris Wilson, Deputy Headteacher Connie Walker, Deputy Headteacher P Sircar, Director Finance & Resources

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

Independent auditors	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
Bankers	Natwest plc 1 Princes' Street London EC3P 3AR
Solicitors	Stone King 13 Queen Square Bath BA1 2HJ
Investment Managers	James Hambro 45 Pall Mall St James London SW1Y 5JG

HAMMERSMITH ACADEMY TRUST
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees of Hammersmith Academy Trust ('the Trust') present their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2024. The annual report serves the purposes of both a Trustees' report and a directors' report and strategic report under company law.

The Trust operates a secondary school ('the Academy') for pupils aged 11 to 18, serving an admissions priority area in West London. The Academy has four forms of entry and includes a sixth form. It is oversubscribed, with a roll of 946 as recorded in the October 2024 school census.

Structure, governance and management

a. Constitution and principal activities

Hammersmith Academy Trust is a company limited by guarantee which was incorporated on 11 October 2007. The Trust is also an exempt charity.

The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Trust.

The Trustees of Hammersmith Academy Trust are also the Directors of the Charitable Company for the purposes of Company law.

The Charitable Company is known as Hammersmith Academy Trust.

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

b. Members' liability

Each member of the Trust 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. Method of recruitment and appointment or election of Trustees

The Trustees are the Directors of the Trust for the purposes of the Companies Act 2006 and Trustees for the purposes of charity legislation. Trustees retire by rotation and are eligible for re election. Trustees are appointed according to the body's specifications of the required skill sets. These include wisdom and a demonstrated commitment to the Academy approach. Trustees are selected by reference to their eligibility, personal competence and specialist skills.

d. Policies adopted for the induction and training of Trustees

On appointment, Trustees attend an induction program. During the year there are further training sessions and recommendations made about suitable courses for Trustees to attend.

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

Structure, governance and management (continued)

e. Organisational structure

The Trustees are governors (collectively the 'Governing Body') of the Academy and are responsible for the overall management of the Academy. The detailed day to day running of the Academy has been delegated to the Headteacher who also acts as the accounting officer.

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

The Trust operates a pay committee, comprised of three governors who are appointed on an annual basis. This committee meets in the Autumn term and reviews the pay recommendations made by the Headteacher for all staff.

The Governing Body has appointed a School Improvement Partner, in which capacity he undertakes the performance management of the Headteacher. He makes recommendations to the governors, who use this information to determine the pay and remuneration of the Headteacher.

g. Related parties and other connected charities and organisations

The Mercers' Company and the Worshipful Company of Information Technologists are sponsors of Hammersmith Academy Trust, and each organisation provides four members to serve as governors and trustees.

Hammersmith Academy is a member of the Mercers' Association of Schools and Colleges. Furthermore, through the Information Technologists' group of schools, the Academy has an ongoing relationship with Lilian Baylis Technology School.

Objectives and activities

a. Objects and aims

The Trust's objects are to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing the Academy and offering a broad curriculum with a strong emphasis on, but in no way limited to, creative and digital media and information technology.

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

Objectives and activities (continued)

b. Vision

The Academy's vision is to develop highly qualified, aspirational young adults who make outstanding progress and as active citizens take a lead within the community and are committed to giving 100% in everything they do.

The Academy inspires pride and confidence in students to achieve their full potential. Everyone in the Academy is responsible for modelling a positive and professional attitude at all times. The aim is to create a stimulating and enriching learning environment where high expectations and challenge prepare students for a global society. This success is developed by a growth mind set through the skills of resilience, resourcefulness, reflectiveness and reciprocity.

Hammersmith Academy learners are supported to demonstrate:

- pride and commitment;
- professionalism and leadership;
- community participation;
- honesty and reliability;
- respect and integrity; and
- confidence and independence.

c. Public benefit

The Academy is independently governed but state-funded and free for students. The admissions policy is totally inclusive and designed to ensure that the Academy is a local school for students from the full range of academic abilities.

This is achieved by requiring prospective students to sit a fair banding test, on the basis of which they are placed in one of five bands. Then, within each band, students who live within the priority area are given places in order of their straight-line distance from the Academy, before any remaining places are offered to students outside the priority area, again using straight-line distance to rank applicants. The Academy also offers its premises, through a community letting provider to churches, drama clubs, sports activities, and study clubs. A number of community activity providers and young people benefit from these lettings.

In setting the Academy's objectives and planning its activities, the trustees have carefully considered the Charity Commission's general guidance on public benefit, and they confirm that they have complied with the duty contained in the Charities Act 2011 to have due regard to the guidance issued by the Charity Commission on public benefit.

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

Objectives and activities (continued)

d. Objectives, strategies and activities

The Academy's over arching aims were:

Teaching, Learning, Curriculum, and Assessment - Teachers as subject experts, develop students as expert learners through planning, subject pedagogy and explicit teaching of subject and behaviour skills.

Behaviour and Culture - All stakeholders passionately and consistently uphold the academy's high expectations to develop a vibrant culture of belonging and active engagement.

Leadership - All leaders empower others to achieve a positive team culture where all staff proactively invest in the academy's vision.

The Academy's core objectives for the year were:

Objective 1 – Curriculum

- Teachers ensure learning is connected through explicit links across the curriculum delivered via planning, teaching, and articulating the learning journey (knowledge and skills) in order to give students ownership over their learning.

Objective 2 – Teaching and Learning

Teachers develop and drive student expertise through clear subject passion, pedagogy, and live feedback.

Objective 3 – Assessment

- Assessments accurately diagnose and address underachievement because they consistently reflect the skills and knowledge taught over time.

Objective 4 – Culture, Belonging, and Personal Development

- Staff teach students the importance of their positive engagement by clearly and consistently implementing Academy systems; explaining the rationale behind the HA values and the purpose in upholding high expectations.

Objective 5 – Ethos, Character and Culture

- To develop well-rounded young citizens through knowledge-rich and skills led enrichment that builds their character in order to thrive within and beyond the Academy.

Objective 6 – Leadership

- All Staff: take ownership of their leadership growth and development that contributes to the team culture.

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

STRATEGIC REPORT

Achievements and performance

In August 2024, the Academy's ninth cohort of students received their GCSE grades, with 77% of all outcomes being at level 9 4 (Nat avg. 69.1%) and 99% of our pupils attaining level 9 1 in at least 5 subjects (2023: 99%).

The Academy's A level results were better than expected, based on results over the previous seven years, with 43% A* B grades and 72% A* C grades. The Academy's A level results produced a P8 value added score of +0.3, which puts the Academy in the top third of all schools in the country for progress. These are good results compared to the previous full examinations round of 2022/23.

Overall, the majority of the Academy's students have shown good progress over the academic year with scores above the national average despite being a fair banded cohort. There were some amazing results in English, matched by maths for 9 4 and continued improvements in strong passes in Maths and Science, as illustrated in the measures set out below. There have been improvements across the board which is against the national trend, due to the impact of full non adjusted examinations, in most cases, the gap has widened positively with the Academy's performance above national outcomes in most areas.

EBACC with grade 5 English and Maths: HA 30.0% v 16.0 % national

EBACC with grade 4 English and Maths: HA 45.2 % v 23.0% national (Ebacc entry over 71%)

English and Maths at grade 5: HA 58% v 44.7 % national

English and Maths at grade 4: HA 76% v 65% national

Attainment 8: HA 52.64 v 46.97 national

Attainment 8 is the total score in EM Double Sci. one from H/G/CSci/Langs and 3 others

Progress 8: 0.3 v 0.01 national

Progress 8 is the score per GCSE (in EM Double Sci. one from H/G/CSci/Langs and 3 others) that is expected from KS2 SATS.

English Language 9 5: HA 74.3% v 61.52% national

English Language 9 4: HA 90.0% v 76.12% national

Maths at 9 5: HA 61.1% v 58.12% national

Maths at 9 4: HA 80.0% v 71.25% national

This year, due to the full GCSE exams being set back at the 2019 standards without any form of adjustment meant that results can be judged against the 2019 data. We have been able to benchmark our outcomes against national data obtained from the SISRA Data Collaboration and previous data. This is a collaboration between all schools using the data tracking tool SISRA, who opt to have their anonymised data used to calculate indicative national outcomes ahead of the publication of the government's definitive national data. Where both SISRA and government statistics have been compared, there are less than 2 percentage points difference.

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

STRATEGIC REPORT (continued)

Achievements and performance (continued)

a. Key performance indicators

The Academy had 946 students on the roll as of the census in October 2024 (921 in October 2023). Teacher to pupil ratio averaged 14.55 versus a budgeted ratio of 14.07. The percentage of income that was spent on staffing was 77%, compared to a budgeted figure of 78%.

The most recent inspection of the school by Ofsted took place in January 2022. Ofsted reaffirmed Hammersmith Academy as a good school with outstanding behaviour and safety of pupils, personal development, and quality of leadership. The inspectors affirmed the view that the Academy has 'a culture of aspirational for all' that is providing a fantastic quality of education, 'regardless of pupils' individual starting points' and focusing on developing the whole child, both academically and socially, into fine leaders for the future. Ofsted commented on the warm, friendly and purposeful atmosphere around the Academy where students represented themselves well and showed a great maturity. 'Pupils are proud of their school. They appreciate the support of their teachers and the opportunities leaders provide for pupils to enrich their learning.' They described the dedication and passion of both students and staff in the learning process and how both value the support they receive. Further, the positive views parents hold of the Academy were reflected in Ofsted's report, where parents commented that the Academy staff are so welcoming and supportive making their children happy learners in school.

Inspectors said that 'leaders and staff are determined that all their pupils will succeed.' and that the 'teachers have high levels of subject expertise. They are skilled in helping pupils to learn, remember, and apply key knowledge.' They also commented that staff describe the school as an exciting, driven and energising place to work and are committed to pupils' academic, emotional, and creative development. Further, they said that 'pupils learn to behave kindly and respectfully towards one another. Poor behaviour is rare. If bullying occurs, leaders respond quickly and effectively. Leaders and staff ensure that pupils are kept safe at school. 'Staff know pupils well and encourage them to take advantage of the opportunities on offer, including a wide range of clubs and extra-curricular activities' and as such staff have created a culture of mutual respect, tolerance and pride. Further, a Judicium safeguarding audit showed the Academy's standards for safeguarding to be well beyond expectations and an exemplar of safeguarding in secondary schools.

The characteristics have continued to be borne out by the responses from parental and student surveys regarding the performance of the Academy to meet their children's needs and overall satisfaction levels are extremely high for the quality of education delivered. This is clear in the continual applications at year 6-7 transition of over 450 applications for 140 places. We have seen a significant increase in the popularity of our 6th form which has now comprises of 245 students.

Our belief in the holistic development of students is essential for their academic and personal development and preparation for life in a modern, global society. The unifying ethos of high aspirations and collective pride means that pupils are keen to learn, work hard and value the opportunities they are given.

Overall aim: To assure a culture of belonging and ownership that leads to individual and collective success through effective collaboration to learn more and achieve more

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

STRATEGIC REPORT (continued)

Achievements and performance (continued)

b. Going concern

Having reviewed the Academy's budgets for 2023/24 and 2024/25, the governing body has a reasonable expectation that the Academy has adequate resources to continue in operational existence for the foreseeable future. The governors are satisfied that the 2024/25 budget includes a sufficient contingency for unknowns. Furthermore, the Academy is carrying a healthy level of reserves which should ensure that it remains a going concern in the event of a short term operational loss. For this reason, it continues to adopt the going concern basis in preparing financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies note to the financial statements. The Academy's longer term planning has provisioned the impact of energy costs, staff pay increases and inflation. It has plans in place to manage any significant variation.

Financial review

Total income for the year was £9,150k (2023: £8,661k) and expenditure amounted to £9,679k (2023: £9,263k). We have an underlying deficit position of £407k (2023: £95k).

The total adjustment amounting to £1,018k (2023: 607k), made up of the following:

Depreciation added back of £1,160k (2023: £1,176k)
FRS102 Pension adjustments adding back £92k (2023: deduction £508k)
Investment Unrealised Gain deducted of £213k (2023: 1k added back)
Currently Unspent devolved funding of 21k deducted (2023: 62k deducted)

The adjusted operational surplus amounts to £611k (2023: £512k)

a. Reserves policy

The Trustees carry out an annual review of the Academy's reserves. Total reserves were £16,334k (2023: £16,741k) of which endowment fund was £1,549k (2023: £1,375k), restricted funds were £13,548k (2023: £14,382k), comprising the fixed asset fund of £12,400k (2023: £13,539k), the restricted income fund of £1,148k (2023: £842k) and the pension liability of £Nil (2023: £Nil) and unrestricted funds totalling £1,237k (2023: £984k).

The Trustees' aim is to generate surplus reserves from unrestricted funding streams, to enable future capital works that may not be covered by ESFA monies.

However, as most income is received from the ESFA and the Local Authority, with restrictions on the amount that can be carried forward, it is difficult to build up reserves in line with other non educational charities. It should also be noted that funds provided by the ESFA and the Local Authority are intended for use in the period in which they are received.

After 14 years of operations, the Academy has built up free reserves of £1,237k primarily due to income from and gains realised on its endowment investments. The Academy has also accumulated a restricted general reserve surplus of £1,198k during this time.

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

b. Investment policy

The Trustees have appointed James Hambro to manage the Academy's endowment investment portfolio. The return objective is an annual income of 3 - 6% with some capital growth. The Academy continues to monitor the situation closely through its endowment committee to make timely risk mitigation decisions. The risk chosen is a medium level of risk, sufficient to meet the return objectives, subject to achieving a prudent level of diversification across asset classes and geography wherever possible.

During the year ended 31 August 2024, the investment portfolio provided £79k (2023: £42k) in Income and £214k in unrealised Gains (2023: Nil). The value of the academy's investments has increased significantly since its inception.

c. Principal risks and uncertainties

The Trustees have assessed the major risks to which the Academy is exposed and have ensured that systems are in place to manage these risks. The trustees also acknowledge that they have overall responsibility for ensuring that the Academy has an effective and appropriate system of control, financial and otherwise. The Trust's system of internal financial control is based on a framework of regular management information and administrative procedures. Currently, there are 22 risks that the trustees are monitoring on the Risk Register.

The key risks for the Academy have been identified as:

- decreasing/ tightening budgets making it impossible to deliver the existing curriculum model without changes; and
- the government's decision around teaching and support staff pay increase makes it difficult to balance the budget
- high staff turnover and difficulty in recruiting high calibre candidates resulting in the loss of valuable knowledge and continuity, as well as the potential for poor quality teaching.

To address these risks the Academy has in place a series of controls, including a three-year budgeting cycle and contingency built into budgets to manage fluctuations in student numbers and staffing changes. Staff retention plans continue to be overseen by a Staff Wellbeing committee looking at initiatives such as a buddying system and additional staff benefits to retain the best staff. The confirmation of a staff member as a Wellbeing Coordinator has added to the importance of staff as a resource. The Academy's accreditation for Investors in People (IIP) standard has been renewed. This reflects the Academy's commitment to staff health and wellbeing. Further, the Headteacher and the Finance Director regularly review the reduction in finances as the Academy moves toward a closer alignment to the national funding formula solution over the next few years and the implications for staffing structures and thus longer-term viability of some courses. These are shared at finance governor link visits and at Finance, Audit & Estates Committee meetings

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

d. Fundraising

The Academy does not employ any third parties to undertake fundraising on its behalf. The Academy institutes a series of fundraising activities through the academic year for a number of purposes. First, to develop students' 'active citizenship' through choosing key charities to support in order to develop a charitable giving culture. Children in Need, Show Racism the Red Card, Comic Relief, Race for Life and Show Racism the Red Card were some of the charities we supported. Second, for the Academy to support community projects and benefit in monies to these good causes. Overall, the Academy fundraised £4,473 to good causes for the year 2023-24.

We follow appropriate standards when receiving donations, with all such collections being overseen by the finance team, appropriately accounted for, banked and promptly paid over to the recognised charities. All donations are voluntary and no undue pressure or intrusion is put upon donors.

The Academy has a complaints policy which would apply to any complaints raised in relation to our fundraising activities. No such complaints were received in this period 2023-24.

e. Future plans

The trustees will continue to work towards meeting the aims of the Academy. The key objectives are to raise educational standards and deliver the Academy's Development Plan in a cost-effective manner.

A new senior leadership team has focused on the development of department, pastoral, Middle leadership teams and staff as the key ADP priority for learning. This is the route to greater success and the vision and alignment has been identified as a key strength of the SLT. This growth of leadership capacity across the Academy using NPQ qualifications and courses, internal mentoring as well as external consultants is beginning to be rewarded in higher staff appreciation and alignment to the overall Academy goals. Three internal middle leaders have been promoted onto the SLT to increase capacity and succession planning.

Educationally, the ambition is to continue to increase the number of students achieving Russell Group university places at the same time as improving the value-added scores and progress of all learners. Further, to support students to access appropriate career pathways including paid apprenticeships as an alternative. To help us achieve these goals, the Academy has two full time members of staff supporting students with careers, as well as a non-teaching pastoral support team of five that complement the new pastoral structure of Heads of Year. The Academy also aims to further increase student numbers into the sixth form. A number of actions have been put into place to achieve this including target advertisements, and offering a more varied A Level curriculum, including photography and BTEC science with Drama and possibly BTEC engineering for Sept. 2025. The Academy also continues to recruit the best teaching staff in order to deliver an outstanding level of education with specialist in all departments.

While the Academy is in a strong financial position at present, due to rigorous financial controls, in light of ongoing funding pressures, the trustees are looking at ways to secure the Academy's long-term financial sustainability. This may include reviewing the Academy status and seeking to create our own multi-academy trust or join an effective MAT. The MAT governors committee is working with the SLT to explore this opportunity.

SEN now has a more functional and effective space and increased 6th form provision means the 6th form centre can better support students' independent study and pastoral support. Also, two shared workspaces for staff to collaborate have improved staff well-being and met one of the Staff Wellbeing Committee goals to reduce stress and aid retention. We are seeking options to try and increase our SEN space and capacity to meet needs. The Growth & Sustainability committee continues to seek additional space to relieve the Academy functions of SEN and administration inside the Academy.

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TRUSTEES' REPORT (CONTINUED)
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Disclosure of information to auditors

Insofar as the Trustees are aware:

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

Auditors

The auditors, Crowe U.K. LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

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



R Hooper, Chair of the Board of Trustees

Date: 13 December 2024

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GOVERNANCE STATEMENT

Scope of responsibility

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

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

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

Governance

The information on governance included here supplements that described in the Trustees' report and in the Statement of trustees' responsibilities. The Board of Trustees has formally met 4 times during the year. The ESFA's recommended guidance is for the Trust Board to meet 6 times annually. Effective oversight is maintained between meetings through fortnightly catch-ups between the Chair and the Headteacher, regular link visits by various governors responsible for overseeing different management areas, and meetings of the various sub-committees of the full governing body.

The Full Governing Board (FGB) has four standard extended meetings a year which provides good governance coverage. The meetings are extensive commitments in the daytime which include reviews with students and staff before the formal meetings. The FGB meetings consist of an extended strategic development meeting every September and 3 subsequent FGB meetings in December, March, and June as part of the sub-committee and FGB cycle. Additional sub-committees are introduced as required which currently include Staff Well-being and Retention, and Growth and Development committees that complement the main sub-committees of Curriculum and Finance, Audit & Estates committees which meet in between the FGB. Further, all full governing board members are expected to conduct up to 3 assigned reviews into key link areas for accountability and report these to the FGB. Scrutiny and accountability are central to this structure and are highly effective. Additional FGB meetings are called by the chair according to need.

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

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

Trustee	Meetings attended	Out of a possible
R Hooper	4	4
N Aston	4	4
S Block	4	4
R Cassell	4	4
A Ellams	2	2
E Harrison	4	4
T Hartley	2	2
K Langton	4	4
A Patel	4	4
S Patel	4	4
K Sandford	4	4
M Winslow	4	4
J Slaughter	4	4
L Dubash	4	4
T Bell	4	4
F Hitchcock	1	1
Shalene Shimer	1	1
R Vincent	4	4

The Finance, Audit and Estates Committee is a sub committee of the main governing body. Its purpose is to assist the decision making of the governing body, by enabling more detailed consideration to be given to the best means of fulfilling the governing body's responsibility to ensure sound management of the Academy's finance and estates, including proper planning, monitoring and probity. Attendance at meetings in the year was as follows:

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
S Patel (Chair)	3	3
R Cassell	3	3
E Harrison	3	3
T Hartley	1	1
K Sandford	3	3
M Winslow	3	3
J Slaughter	3	3
R Vincent	3	3

A full skills audit concluded that there was a significant breadth of knowledge, and a sufficiently proficient skill set across the majority of the categories. Resignations and appointments that have occurred since have not significantly changed the breadth and balance of skills within the governing body.

Governors have an ongoing brief to identify and satisfy any specific areas for improvement in the normal course of their role.

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

As a result of last year's self evaluation, considering the impact and effectiveness of the board of trustees, the governors were satisfied that the overall level of governance exhibited by the board was strong, enabling governors to execute their responsibilities effectively, and with no aspects presenting any cause for concern. Governors agreed that regular audits will take place to continue to ensure that this position does not change. It was concluded in the November Finance, Audit and Estates Committee meeting that a new skills evaluation would be completed before the end of the year.

Review of value for money

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

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

Efficient use of resources

- The Academy's spend on staff costs as a percentage of operating income has been 72.4% this year, excluding service costs relating to the LGPS pension fund liability. Value for money in relation to staff costs has been achieved by ensuring that an appropriate balance is maintained between less and more experienced teachers employed at the Academy. The resulting staffing structure is reviewed regularly by the governing board to ensure that it is fit for purpose and can adapt and respond to support the successful objectives agreed in the Academy's development plan (ADP).
- Since October 2018, the Academy has employed Schools Space, an independent management company to oversee lettings of the Academy's facilities outside the school day. Since the lifting of the Covid restrictions, there has been a noticeable improvement in the letting income stream. Income generated in this way has been reinvested in maintaining the Academy's premises, thus reducing pressure on GAG funding for building maintenance and ensuring those resources are available instead for added value, educational activities.

Sound financial management

- At the beginning of the year, department heads are allocated a budget based on pupil numbers and the specific equipment needs of their department, and they are held to account for any overspending against this budget. In turn the governing body reviews and challenges the overall budget, and receives termly budget monitoring reports, which explain variances from the budget and provide a reforecast.
- Through a combination of effective budgetary challenge and careful redeployment of resources where savings were identified, this financial year, the Academy was able to deliver a £527k operating surplus (before capital and investment), as against a budgeted operating surplus of £20k.

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GOVERNANCE STATEMENT (CONTINUED)

Review of value for money (continued)

Effective procurement

The Academy continued to support its suppliers in line with the Cabinet Office's procurement policy note PPN 02/20.

- Department budget holders are required to seek out the most competitive deals using various procurement tools such as internet shopping, advice from colleagues in other schools and economies of scale where possible e.g. shared subscriptions. They must ensure that suppliers compete on grounds of cost, quality, suitability, product and aftersales support, and they understand that the best value may not necessarily mean the lowest price.
- The Academy collaborates with a number of other public sector companies to achieve the best value, notably by way of bulk purchasing economies, such as utilities, through organisations such as the ESPO and Educational consortiums.
- For higher value procurements, full competitive tendering has been applied in accordance with ESFA and broader public sector procurement rules.
considers how the Academy's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The accounting officer for the Academy has delivered improved value for money during the year by:

Efficient use of resources

- The Academy's spend on staff costs as a percentage of operating income has been 72.6% this year, excluding service costs relating to the LGPS pension fund liability. Value for money in relation to staff costs has been achieved by ensuring that an appropriate balance is maintained between less and more experienced teachers employed at the Academy. The resulting staffing structure is reviewed regularly by the governing board to ensure that it is fit for purpose and can adapt and respond to support the successful objectives agreed in the Academy's development plan (ADP).
- Since October 2018, the Academy has employed Schools Space, an independent management company to oversee lettings of the Academy's facilities outside the school day. Since the lifting of the Covid restrictions, there has been a noticeable improvement in the letting income stream. Income generated in this way has been reinvested in maintaining the Academy's premises, thus reducing pressure on GAG funding for building maintenance and ensuring those resources are available instead for added-value, educational activities.

Sound financial management

- At the beginning of the year, department heads are allocated a budget based on pupil numbers and the specific equipment needs of their department, and they are held to account for any overspending against this budget. In turn the governing body reviews and challenges the overall budget, and receives termly budget monitoring reports, which explain variances from the budget and provide a reforecast.
- Through a combination of effective budgetary challenge and careful redeployment of resources where savings were identified, this financial year, the Academy was able to deliver a £465k operating surplus (before capital and investment), as against a budgeted operating profit of £61k.

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The purpose of the system of internal control

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

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the year ended 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- regular reviews by the Finance, Audit and Estates 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;
- delegation of authority and segregation of duties; and
- identification and management of risks.

The Board of Trustees has confirmed to employ School Business Services as internal auditor.

The governing body has considered the need for a specific internal audit function and used School Business Services for two internal scrutiny visits. The Responsible Officer's role includes giving advice on financial matters and performing a range of checks on the Academy's financial systems. Areas reviewed by the Responsible Officer last year were:

- Governance: Website, pecuniary interests, whistleblowing policy, data protection, governors induction, self-evaluation, AIP, Gifts and hospitality and the risk register.
- Purchases
- Related party transactions
- Payroll
- Banking procedures
- Funding and income review

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

Two internal scrutiny visits were completed during the year. The first visit covered accounting and risk management aspects and was undertaken in February 2024 while the second visit focused on aspects of payroll, procurement and funding and it was undertaken in July 2024. The internal scrutiny visit was conducted remotely and highlighted some process refinement recommendations around the risk mitigation process, payroll and purchasing. The recommendations have or are in the process of being implemented and our systems are constantly under review for effectiveness and adherence to best practice. The governors are satisfied that controls have continued to operate effectively. The governors have gained assurance from the work of the external auditor as well as their own link visits, particularly those of the Chair of the Finance, Audit and Estates Committee, which involved reviewing finance protocols and management reporting processes, as well as checking specific high-risk expense items.

Review of effectiveness

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

- the financial management and governance self-assessment process;
- the work of the Responsible Officer;
- the work of the external auditors;

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

Conclusion

Based on the advice of the Finance, Asset and Estates 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 and signed on their behalf by:



R Hooper
Chair of the Board of Trustees
Date: 13 December 2024



G Kynaston
Accounting Officer

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Hammersmith Academy Trust, I have considered my responsibility to notify the Academy Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety, and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement between the Academy and the Secretary of State for Education. As part of my consideration, I have had due regard to the requirements of the Academy Trust Handbook 2024, including responsibilities for estate 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 terms and conditions of funding under the Academy's funding agreement and the Academy Trust Handbook 2024.

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



G Kynaston

Accounting Officer

Date: 13th December 2024

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2024

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

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

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

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

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

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

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



R Hooper, Chair of the Board of Trustees

Date: 13 December 2024

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

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

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the Trust's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

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

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

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

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.

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:

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charities Act 2011 together with the Charities SORP (FRS 102), Companies Act 2006, Academies Accounts Direction, the Academy Trust Handbook and Tax legislation. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The key laws and regulations we considered in this context were General Data Protection Regulation, health and safety legislation, Ofsted and employee legislation.

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

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

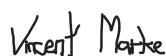
Auditing standards limit the required audit procedures to identify non compliance with these laws and regulations to enquire of the Trustees and other management and inspection of regulatory and legal correspondence, if any. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and completeness of income recognition and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Board about their own identification and assessment of the risks of irregularities, sample testing on income and the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the ESFA, and reading minutes of meetings of those charged with governance.

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. For example, the further removed non compliance with laws and regulations (irregularities) 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. In addition, as with any audit, there remained a higher risk of non detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing noncompliance 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 charitable 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 charitable 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 charitable Academy and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Vincent Marke (Senior statutory auditor)

for and on behalf of
Crowe U.K. LLP

55 Ludgate Hill

London

EC4M 7JW

Date: 19.12.2024

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO
HAMMERSMITH ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 25 July 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Hammersmith Academy Trust during the year 1 September 2023 to 31 August 2024 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

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

The accounting officer is responsible, under the requirements of Hammersmith Academy Trust's funding agreement with the Secretary of State for Education dated 9th June 2009 and the Academy Trust Handbook, extant from 1 September 2023, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes a review of the design and implementation of the Academy's internal controls and review processes on regularity, supported by detailed tests on samples of costs incurred by the Academy and specific transactions identified from our review.

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO
HAMMERSMITH ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

Conclusion

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

Crowe U.K. LLP

Reporting Accountant
Crowe U.K. LLP

Date: 19.12.2024

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

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

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Endowment funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:							
Donations and capital grants	3	54,726	-	20,917	-	75,643	70,825
Other trading activities		62,887	-	-	-	62,887	78,351
Investments	12	45,338	47,969	-	24,319	117,626	51,626
Charitable activities	4	73,052	8,820,518	-	-	8,893,570	8,460,400
Total income		236,003	8,868,487	20,917	24,319	9,149,726	8,661,202
Expenditure on:							
Raising funds	5	-	2,813	-	-	2,813	110
Charitable activities	5	20,692	8,480,273	1,160,310	14,434	9,675,709	9,263,077
Total expenditure		20,692	8,483,086	1,160,310	14,434	9,678,522	9,263,187
Income/(expenditure) before net gains/(losses) on investments							
		215,311	385,401	(1,139,393)	9,885	(528,796)	(601,985)
Net gains/(losses) on investments	12	37,489	12,587	-	163,521	213,597	(779)
Net movement in funds before other recognised gains/(losses) carried forward		252,800	397,988	(1,139,393)	173,406	(315,199)	(602,764)

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

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

Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Endowment funds 2024 £	Total funds 2024 £	Total funds 2023 £
Net movement in funds before other recognised gains/(losses) brought forward	252,800	397,988	(1,139,393)	173,406	(315,199)	(602,764)
Other recognised gains/(losses):						
Actuarial gains on pension schemes 23	-	269,000	-	-	269,000	916,000
Pension surplus not recognised 23	-	(361,000)	-	-	(361,000)	(408,000)
Net movement in funds	252,800	305,988	(1,139,393)	173,406	(407,199)	(94,764)
Reconciliation of funds:						
Total funds brought forward	984,254	842,395	13,539,356	1,375,356	16,741,361	16,836,125
Net movement in funds	252,800	305,988	(1,139,393)	173,406	(407,199)	(94,764)
Total funds carried forward	1,237,054	1,148,383	12,399,963	1,548,762	16,334,162	16,741,361

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

The notes on pages 31 to 58 form part of these financial statements.

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 6397195

BALANCE SHEET
AS AT 31 AUGUST 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	11	12,407,848	13,477,227
Investments	12	3,015,322	2,739,902
		<u>15,423,170</u>	<u>16,217,129</u>
Current assets			
Debtors	13	371,346	471,427
Investments	14	517,348	-
Cash at bank and in hand	14	841,437	847,596
		<u>1,730,131</u>	<u>1,319,023</u>
Creditors: amounts falling due within a year	15	(819,139)	(794,791)
Net current assets		<u>910,992</u>	<u>524,232</u>
Total assets less current liabilities		<u>16,334,162</u>	<u>16,741,361</u>
Total net assets		<u>16,334,162</u>	<u>16,741,361</u>
Funds of the Academy			
Endowment funds	16	1,548,762	1,375,356
Restricted funds:			
Fixed asset funds	16	12,399,963	13,539,356
Restricted income funds	16	1,148,383	842,395
Unrestricted income funds	16	1,237,054	984,254
Total funds		<u>16,334,162</u>	<u>16,741,361</u>

The financial statements on pages 27 to 58 were approved by the Trustees, and authorised for issue on and are signed on their behalf, by:

R Hooper, Chair of the Board of Trustees
13th December 2024



The notes on pages 31 to 58 form part of these financial statements.

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash provided by operating activities	18	802,053	470,332
Cash flows from investing activities	19	(290,864)	(344,727)
		<hr/>	<hr/>
Change in cash and cash equivalents in the year		511,189	125,605
Cash and cash equivalents at the beginning of the year		847,596	721,991
Cash and cash equivalents at the end of the year	20, 21	1,358,785	847,596
		<hr/> <hr/>	<hr/> <hr/>

The notes on pages 31 to 58 form part of these financial statements

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

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

1. Accounting policies

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

1.1 Basis of preparation of financial statements

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

1.2 Going concern

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

1.3 Agency arrangements

The Academy trust acts as an agent in distributing 16-19 bursary funds from the Education and Skills Funding Agency (ESFA). Payments received from the ESFA 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 funds received and paid and any balances held are disclosed in note 26.

HAMMERSMITH ACADEMY TRUST
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.4 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 trust 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, is recognised in the year it is receivable and to the extent the Academy has provided the goods or services.

- **Donated goods, facilities and services**

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in 'Stocks' and 'Income from Other Trading Activities'. Upon sale, the value of the stock is charged against 'Income from Other Trading Activities' and the proceeds are recognised as 'Income from Other Trading Activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from Other Trading Activities'. Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy trust's accounting policies.

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

1. Accounting policies (continued)

1.5 Expenditure

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

1.6 Tangible fixed assets

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

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

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

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**NOTES TO THE FINANCIAL STATEMENTS
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1. Accounting policies (continued)

1.6 Tangible fixed assets (continued)

Depreciation is provided on the following bases:

Freehold property	-	
Long-term leasehold property	-	4%
Furniture and equipment	-	20%
Computer equipment	-	33%
Motor vehicles	-	

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

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

1.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

Investments in associates are stated at the amount of the Academy's share of net assets. The Statement of financial activities includes the Academy's share of the associated companies' net income or expenditure using the equity accounting basis. As the associate is a charity, the investment is presented within restricted funds.

Investments held as fixed assets are shown at cost less provision for impairment.

1.8 Debtors

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

1.9 Cash at bank and in hand

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

1.10 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.

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**NOTES TO THE FINANCIAL STATEMENTS
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1. Accounting policies (continued)

1.11 Provisions

Provisions are recognised when the Academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.12 Leased assets

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

1.13 Taxation

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

The Academy is VAT registered from April 2023.

1.14 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 13. Prepayments are not financial instruments.

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

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

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**NOTES TO THE FINANCIAL STATEMENTS
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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 Fund accounting

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

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

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

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

The expendable endowment fund represents a principal sum of £1,000,000 which may not be expended without the express prior written permission of the Secretary of State. The Academy trust is permitted to treat as income all forms of capital gain on this, in line with the Endowment Fund terms of reference.

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

1. Accounting policies (continued)

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The asset values are reported using estimated asset allocations prepared by the scheme Actuary. The asset value is calculated at each triennial valuation. Thereafter it is rolled forward to accounting dates using investment returns, contributions received and benefits paid out. During each annual reporting period between triennial valuations, asset returns are estimated using 11 months of market experience and one month of extrapolation being assumed.

Where a scheme is in a surplus according to the accounting valuation the associated asset has not been recognised on the basis that it is not likely to be recoverable either through future reductions in contributions rates or future repayments. Further details of pension assets not recognised can be found with the pensions note to the financial statements.

2. General Annual Grant (GAG)

Under the funding agreement with the Secretary of State the Academy trust was subject to limits at 31 August on the amount of GAG that could be carried forward from one year to the next. An amount equal to 12% of GAG could be carried forward, of which up to 2% could be used for general recurrent purposes, with any balance being available for premises/capital purposes.

The Academy trust has not exceeded these limits during the year ended 31 August 2024.

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**NOTES TO THE FINANCIAL STATEMENTS
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3. Income from donations and capital grants

	Unrestricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Donations	54,726	-	54,726
Capital grants	-	20,917	20,917
	<u>54,726</u>	<u>20,917</u>	<u>75,643</u>
	<u><u>54,726</u></u>	<u><u>20,917</u></u>	<u><u>75,643</u></u>

	<i>Unrestricted funds 2023 £</i>	<i>Restricted fixed asset funds 2023 £</i>	<i>Total funds 2023 £</i>
Donations	8,696	-	8,696
Capital grants	-	62,129	62,129
	<u>8,696</u>	<u>62,129</u>	<u>70,825</u>
	<u><u>8,696</u></u>	<u><u>62,129</u></u>	<u><u>70,825</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS
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4. Funding for the Academy's charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Educational operations			
DfE/ESFA grants			
General Annual Grant	-	6,021,601	6,021,601
Other DfE/ESFA grants			
Pupil premium	-	339,466	339,466
16-19 funding	-	1,568,129	1,568,129
Other DfE grants	-	556,606	556,606
	-	8,485,802	8,485,802
Other Government grants			
SEN funding	-	306,861	306,861
Other LA income	-	27,855	27,855
	-	334,716	334,716
Other income from the Academy's educational operations	73,052	-	73,052
Total 2024	73,052	8,820,518	8,893,570

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

4. Funding for the Academy's charitable activities (continued)

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Educational operations			
DfE/ESFA grants			
General Annual Grant	-	5,622,800	5,622,800
Other DfE/ESFA grants	-	330,787	330,787
Pupil premium	-	1,613,956	1,613,956
16-19 funding	-	529,952	529,952
Other DfE grants	-	-	-
	-	8,097,495	8,097,495
Other Government grants			
SEN funding	-	334,863	334,863
	-	334,863	334,863
Other income from the Academy's educational operations	28,042	-	28,042
Total 2023	28,042	8,432,358	8,460,400

5. Expenditure

	Staff Costs 2024 £	Premises 2024 £	Other 2024 £	Total 2024 £
Expenditure on fundraising trading activities:				
Direct costs	-	-	2,813	2,813
Academy's educational operations				
Direct costs	5,474,763	1,160,310	855,564	7,490,637
Allocated support costs	845,476	544,619	794,977	2,185,072
	6,320,239	1,704,929	1,653,354	9,678,522

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**NOTES TO THE FINANCIAL STATEMENTS
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5. Expenditure (continued)

	<i>Staff Costs 2023 £</i>	<i>Premises 2023 £</i>	<i>Other 2023 £</i>	<i>Total 2023 £</i>
Expenditure on fundraising trading activities:				
Direct costs	-	-	110	110
Academy's educational operations				
Direct costs	5,054,372	1,176,084	491,350	6,721,806
Allocated support costs	828,473	523,245	1,189,553	2,541,271
	<u>5,882,845</u>	<u>1,699,329</u>	<u>1,681,013</u>	<u>9,263,187</u>

6. Analysis of expenditure by activities

	<i>Activities undertaken directly 2024 £</i>	<i>Support costs 2024 £</i>	<i>Total funds 2024 £</i>
Academy's educational operations	<u>7,490,637</u>	<u>2,185,072</u>	<u>9,675,709</u>

	<i>Activities undertaken directly 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total funds 2023 £</i>
Academy's educational operations	<u>6,721,806</u>	<u>2,541,271</u>	<u>9,263,077</u>

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

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2024 £	<i>Total funds 2023 £</i>
Staff costs	776,476	1,069,473
Technology costs	146,621	153,371
Other costs	443,500	577,168
Premises costs	656,750	523,245
Legal fees	157,466	194,639
Governance	4,259	23,375
	<u>2,185,072</u>	<u>2,541,271</u>

Governance costs comprise of the cost of auditing the Academy's financial statements and the cost of external governor services.

7. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2024 £	<i>2023 £</i>
Operating lease rentals	37,281	31,442
Depreciation of tangible fixed assets	1,160,310	1,176,083
Fees paid to auditors for:		
- audit	17,200	16,200
- other services	4,050	3,800
	<u>1,218,841</u>	<u>1,327,525</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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8. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2024 £	2023 £
Wages and salaries including supply staff costs	4,744,530	4,335,380
Social security costs	516,425	474,045
Pension costs	839,141	831,453
	<u>6,100,096</u>	<u>5,640,878</u>
Supply staff costs	220,143	217,776
Staff restructuring costs	-	24,191
	<u>6,320,239</u>	<u>5,882,845</u>

Included within pension costs are £3,000 of LGPS Pension service costs (2023: £3,000).

Staff restructuring costs comprise:

Severance payments	-	24,191
	<u>-</u>	<u>24,191</u>

b. Special staff severance payments

The Academy had no (2023: 1) severance payments in the year, which amounted to £Nil (2023: £24,191) and this was fully settled during the previous year and it was within £0 - £25,000 banding.

c. Staff numbers

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

	2024 No.	2023 No.
Teachers	64	63
Administration and support	44	43
Management	4	3
	<u>112</u>	<u>109</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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8. Staff (continued)

d. Higher paid staff

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

	2024 No.	2023 No.
In the band £60,001 - £70,000	14	10
In the band £70,001 - £80,000	6	2
In the band £80,001 - £90,000	3	1
In the band £90,001 - £100,000	-	1
In the band £130,001 - £140,000	-	1
In the band £140,000 - £150,000	1	-

e. Key management personnel

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £793,474 (2023 - £905,974).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

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

10. Trustees' and Officers' insurance

The Academy trust has opted into the Department for 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 officer's indemnity element from the overall cost of the RPA scheme.

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**NOTES TO THE FINANCIAL STATEMENTS
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11. Tangible fixed assets

	Freehold property £	Assets under construction £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation						
At 1 September 2023	24,371,308	99,960	482,639	798,602	-	25,752,509
Additions	-	90,000	62,614	16,777	21,500	190,891
At 31 August 2024	24,371,308	189,960	545,253	815,379	21,500	25,943,400
Depreciation						
At 1 September 2023	11,504,667	-	103,791	666,824	-	12,275,282
Charge for the year	990,731	-	92,797	76,065	717	1,160,310
Impairment charge	-	99,960	-	-	-	99,960
At 31 August 2024	12,495,398	99,960	196,588	742,889	717	13,535,552
Net book value						
At 31 August 2024	11,875,910	90,000	348,665	72,490	20,783	12,407,848
At 31 August 2023	12,866,641	99,960	378,848	131,778	-	13,477,227

The trust leases the land it occupies from London Borough of Hammersmith and Fulham on long leases of 125 years. The land associated with this lease has been accounted for on the same basis as the other long term leases in order to properly reflect the substance of the arrangement.

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**NOTES TO THE FINANCIAL STATEMENTS
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12. Investments

	Endowment Fund £	Endowment fund income reserve £	Thomas Rich £	HA reserve £	Total £
Cost or valuation					
At 1 September 2023	1,375,356	219,527	116,716	1,028,375	2,739,974
Realised gains/(losses)	(187,429)	8,455	(15,738)	(1,676)	(196,388)
Unrealised gains/(losses)	350,950	29,034	30,001	-	409,985
Management fees	(14,434)	-	-	(2,622)	(17,056)
Investment income	24,319	6,519	952	47,017	78,807
At 31 August 2024	<u>1,548,762</u>	<u>263,535</u>	<u>131,931</u>	<u>1,071,094</u>	<u>3,015,322</u>
Net book value					
At 31 August 2024	<u>1,548,762</u>	<u>263,535</u>	<u>131,931</u>	<u>1,071,094</u>	<u>3,015,322</u>
At 31 August 2023	<u>1,375,356</u>	<u>219,527</u>	<u>116,716</u>	<u>1,028,375</u>	<u>2,739,974</u>

13. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	19,785	22,765
Other debtors	144,933	275,811
Prepayments and accrued income	206,628	172,851
	<u>371,346</u>	<u>471,427</u>

14. Current asset investments

	2024 £	2023 £
Short term investment	<u>517,348</u>	<u>-</u>

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

	2024 £	2023 £
Trade creditors	176,485	81,789
Other taxation and social security	125,717	119,019
Other creditors	161,113	191,776
Accruals and deferred income	355,824	402,207
	<u>819,139</u>	<u>794,791</u>
	2024 £	2023 £
Deferred income at 1 September 2023	143,705	-
Resources deferred during the year	231,791	196,361
Amounts released from previous periods	(143,705)	(52,656)
	<u>231,791</u>	<u>143,705</u>

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

16. Statement of funds

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2024 £
Unrestricted funds					
General Funds	984,254	236,003	(20,692)	37,489	1,237,054
Endowment funds					
General Funds	1,375,356	24,319	(14,434)	163,521	1,548,762
Restricted funds					
GAG	842,395	6,021,601	(5,728,200)	12,587	1,148,383
Pupil premium	-	339,466	(339,466)	-	-
16-19 funding	-	1,568,129	(1,568,129)	-	-
Other DfE grants	-	556,606	(556,606)	-	-
Government grants	-	334,716	(334,716)	-	-
Investment income	-	47,969	(47,969)	-	-
Pension reserve	-	-	92,000	(92,000)	-
	842,395	8,868,487	(8,483,086)	(79,413)	1,148,383
Restricted fixed asset funds					
Restricted fixed assets	13,477,227	931	(1,160,310)	-	12,317,848
Other	62,129	19,986	-	-	82,115
	13,539,356	20,917	(1,160,310)	-	12,399,963
Total Restricted funds	14,381,751	8,889,404	(9,643,396)	(79,413)	13,548,346
Total funds	16,741,361	9,149,726	(9,678,522)	121,597	16,334,162

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

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

Restricted General Funds:

The General Annual Grant is subject to specific expenditure within the Academy's declared objectives.

Restricted Fixed Assets Funds:

These funds relate to the land, buildings and other fixed assets which are owned by the Academy and used in accordance with the charitable objectives.

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

16. Statement of funds (continued)

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

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Unrestricted funds						
General Funds	884,892	124,487	(49,144)	-	24,019	984,254
Endowment funds						
General Funds	1,398,172	22,736	(13,641)	-	(31,911)	1,375,356
Restricted general funds						
GAG	760,151	8,451,850	(8,000,318)	(376,401)	7,113	842,395
Pension reserve	(484,000)	-	(24,000)	-	508,000	-
	276,151	8,451,850	(8,024,318)	(376,401)	515,113	842,395
Restricted fixed asset funds						
Restricted fixed assets	12,872,910	62,129	(1,176,084)	376,401	-	12,135,356
Private sector sponsorship	1,326,000	-	-	-	-	1,326,000
Other	78,000	-	-	-	-	78,000
	14,276,910	62,129	(1,176,084)	376,401	-	13,539,356
Total Restricted funds	14,553,061	8,513,979	(9,200,402)	-	515,113	14,381,751
Total funds	16,836,125	8,661,202	(9,263,187)	-	507,221	16,741,361

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17. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Endowment funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	12,317,848	-	12,317,848
Fixed asset investments	263,535	1,203,025	-	1,548,762	3,015,322
Current assets	973,519	674,497	82,115	-	1,730,131
Creditors due within one year	-	(729,139)	-	-	(729,139)
Total	1,237,054	1,148,383	12,399,963	1,548,762	16,334,162

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Endowment funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	13,477,227	-	13,477,227
Fixed asset investments	219,527	1,145,019	-	1,375,356	2,739,902
Current assets	764,727	492,167	62,129	-	1,319,023
Creditors due within one year	-	(794,791)	-	-	(794,791)
Total	984,254	842,395	13,539,356	1,375,356	16,741,361

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

	2024 £	2023 £
Net expenditure for the period (as per Statement of financial activities)	(315,199)	(602,764)
Adjustments for:		
Depreciation	1,160,310	1,176,083
(Increase)/decrease in debtors	100,081	(285,034)
Increase in creditors	24,348	247,330
Capital grants from DfE and other capital income	(20,917)	(62,129)
Investment income	(117,626)	(51,626)
Management fee on investments	17,056	23,693
Defined benefit pension scheme cost less contributions payable	(69,000)	3,000
Defined benefit pension scheme finance cost	23,000	21,000
(Gains)/losses on investments	-	779
Net cash provided by operating activities	802,053	470,332

19. Cash flows from investing activities

	2024 £	2023 £
Dividends, interest and rents from investments	117,626	51,626
Purchase of tangible fixed assets	(190,891)	(416,400)
Purchase of investments	(221,460)	(18,389)
Capital funding from ESFA	20,917	62,129
Management fees	(17,056)	(23,693)
Net cash used in investing activities	(290,864)	(344,727)

20. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand and at bank	1,358,785	847,596
Total cash and cash equivalents	1,358,785	847,596

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21. Analysis of changes in net debt

	At 1 September 2023 £	Cash flows £	At 31 August 2024 £
Cash at bank and in hand	847,596	(6,159)	841,437
Liquid investments	-	517,348	517,348
	<u>847,596</u>	<u>511,189</u>	<u>1,358,785</u>

22. Capital commitments

At 30 August 2024 the Academy had capital commitments as follows:

	2024 £	2023 £
Contracted for but not provided in these financial statements	<u>89,150</u>	<u>-</u>

23. 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 The London Borough of Hammersmith and Fulham. 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 £116,922 were payable to the schemes at 31 August 2024 (2023 - £97,781) 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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23. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

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

The employer's pension costs paid to TPS in the year amounted to £767,646 (2023 - £788,106).

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 is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the Academy has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy has set out above the information available on the scheme.

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23. 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 2024 was £285,000 (2023 - £306,000), of which employer's contributions totalled £221,000 (2023 - £238,000) and employees' contributions totalled £64,000 (2023 - £68,000). The agreed contribution rates for future years are 23.9 per cent for employers and 5.5-12.5 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](https://www.gov.uk).

Principal actuarial assumptions

	2024	2023
	%	%
Rate of increase in salaries	3.65	3.95
Rate of increase for pensions in payment/inflation	2.65	2.95
Discount rate for scheme liabilities	5.00	5.20
Inflation assumption (CPI)	2.65	2.95

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

	2024	2023
	Years	Years
<i>Retiring today</i>		
Males	21.5	21.6
Females	24.3	25.0
<i>Retiring in 20 years</i>		
Males	22.5	22.3
Females	25.5	25.8

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23. Pension commitments (continued)

Sensitivity analysis

	2024	2023
	£000	£000
Discount rate +0.1%	2,783	2,491
Discount rate -0.1%	3,075	2,753
Mortality assumption - 1 year increase	3,036	2,726
Mortality assumption - 1 year decrease	2,822	2,518
CPI rate +0.1%	3,007	2,699
CPI rate -0.1%	2,851	2,545

Share of scheme assets

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

	At 31 August 2024	At 31 August 2023
	£	£
Equities	2,071	1,879
Corporate bonds	1,109	697
Property	518	424
Cash and other liquid assets	-	30
Derecognition of surplus	(769)	(408)
Total market value of assets	2,929	2,622

The actual return on scheme assets was £385,000 (2023 - £806,000).

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

	2024	2023
	£	£
Current service cost	152,000	241,000
Net interest cost	23,000	21,000
Total amount recognised in the Statement of Financial Activities	175,000	262,000

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23. Pension commitments (continued)

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

	2024 £	2023 £
At 1 September	2,622,000	2,404,000
Current service cost	152,000	241,000
Interest cost	142,000	109,000
Employee contributions	64,000	68,000
Actuarial gains	(49,000)	(198,000)
Benefits paid	(2,000)	(2,000)
At 31 August	2,929,000	2,622,000

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

	2024 £	2023 £
At 1 September	2,622,000	1,920,000
Return on plan assets	220,000	718,000
Interest income	165,000	88,000
Employer contributions	221,000	238,000
Employee contributions	64,000	68,000
Benefits paid	(2,000)	(2,000)
Derecognition of surplus	(361,000)	(408,000)
At 31 August	2,929,000	2,622,000

24. Operating lease commitments

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

	2024 £	2023 £
Not later than 1 year	26,105	11,268
Later than 1 year and not later than 5 years	30,324	-
	56,429	11,268

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25. Agency arrangements

The Academy trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2023 the Academy trust received £27,026 (2023: £26,243) and disbursed £27,850 (2023: £31,070) from the fund. An amount of £3,806 (2023: £4,630) is included in other debtors, being over distributed funds reclaimable from the ESFA.

26. 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 ESFA 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.

Hammersmith Academy is sponsored by the Mercers' Company and the Worshipful Company of Information Technologists (WCIT). During the period ended 31 August 2024, the Academy received £Nil from either related party. No trustee has been paid remuneration or has received other benefits from an employment with the Academy trust. This includes the principal who has chosen not to act as a trustee on an ex officio basis, and nor does any other employee of the school act as a staff governor. This has been the case since the Academy trust was established.

During the period ended 31 August 2024, no travel or subsistence expenses were reimbursed or paid directly to any trustee (2023: £nil).