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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY  
LIMITED**

**(A Company Limited by Guarantee)**

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**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2025**

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	J Barker J Chappelle J Thornalley-Oliver (resigned 21 January 2025) J Gatenby
<b>Trustees</b>	A Boxall (appointed 9 September 2025) M J Burton (appointed 12 February 2025) R Gargon G Martin L Meakin K Ratcliffe K Reyes (resigned 24 November 2024) C Salway (resigned 23 May 2025) G Thompson, Headteacher and accounting officer M Woodroffe, Chair of Trustees
<b>Company registered number</b>	07388635
<b>Company name</b>	Queen Elizabeth's Grammar, Alford - A Selective Academy Limited
<b>Principal and registered office</b>	Queen Elizabeth's Grammar Station Road Alford Lincolnshire LN13 9HY
<b>Headteacher</b>	Mr G Thompson
<b>Senior management team</b>	G Thompson, Headteacher B Allen, Assistant Headteacher S Hood, Assistant Headteacher K Johnson, Assistant Headteacher M Johnson, Associate Assistant Headteacher
<b>Independent auditors</b>	Streets Audit LLP Chartered Accountants and Statutory Auditors Lucy Tower Street Lincoln Lincolnshire LN1 1XW
<b>Bankers</b>	Barclays Bank UK Boston Lincolnshire PE21 6LU

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

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**Solicitors**

Wilkin Chapman  
New Oxford House  
Town Hall Square  
Grimsby  
Lincolnshire  
DN31 1EY

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

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The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year 1 September 2024 to 31 August 2025. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

**Structure, governance and management**

**a. Constitution**

Queen Elizabeth's Grammar, Alford - A Selective Academy Limited (the "Academy Trust") is a company limited by guarantee (registration number 07388635) and an exempt charity.

The charitable company's memorandum and articles of association is the primary governing document of the Academy Trust.

The Articles of Association require the members of the charitable company to appoint at least three trustees to be responsible for the statutory and constitutional affairs of the Charitable Company and the management of the Academy. The Trustees of Queen Elizabeth's Grammar, Alford - A Selective Academy Limited are also the directors of the charitable company for the purposes of company law.

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

**b. Members' liability**

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

**c. Trustees' indemnities**

The Academy 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.

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

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**Structure, governance and management (continued)**

**d. Method of recruitment and appointment or election of Trustees**

Subject to the Articles of the Academy Trust Governors shall be appointed as follows:

- a. up to 4 Governors appointed by the Members
- b. up to 1 Local Authority Governor appointed by the Local Authority
- c. up to 4 Parent Governors which if contested shall be elected by secret ballot
- d. up to 2 Staff Governors which if contested shall be elected by secret ballot
- e. the Headteacher
- f. up to 3 co opted Governors appointed by the Governors
- g. in exceptional circumstances The Secretary of State may appoint 'Additional'/'Further' Governors as s/he thinks fit

The number of Governors shall be not less than three but shall not be subject to any maximum. The term of office for any Governor shall be 4 years, save that this time limit shall not apply to the Headteacher. Subject to remaining eligible to be a particular type of Governor, any Governor may be re appointed or re elected and all vacancies shall be widely advertised.

Any references to Governors, Trustees or Directors are interchangeable for the remainder of this report.

**e. Policies adopted for the induction and training of Trustees**

All Governors are provided with the Academy's development plan, the staff handbook, details of committees, minutes of Governors' meetings, accounts, budgets and other documents that they will need to undertake their role as Governors. New Governors are mentored by the chair and vice chair of Governors and attend appropriate training courses.

**f. Organisational structure**

Mr Glen Thompson was appointed to the post of Headteacher with effect from 1st of September 2019.

The structure of the Academy consists of three main levels: The Members, Governors/Trustees/Directors and the senior leadership team supported by the staff and senior student leadership team. The Governors are responsible for the overall strategic leadership of the Academy, the adoption of the annual development plan and budget and senior leadership team appointments. They are also responsible for monitoring the performance of the Headteacher.

The senior leadership team at Queen Elizabeth's comprises the Headteacher and 3 Assistant Headteachers and one Associate Assistant Headteacher. This team control the Academy at an executive level implementing the policies and procedures agreed by governors and reporting back to them at their termly meetings (six per year). The Headteacher is responsible for the authorisation of spending within agreed budgets and the appointment of staff.

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

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**Structure, governance and management (continued)**

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

Our Pay and Staffing Policy outlines details for setting the pay and remuneration of the academy's key management personnel using our Performance Management scheme (Appraisal system). We follow the School Teachers' Pay and Conditions and salaries are reviewed each year. Parameters for setting pay include pay progression recommendations following headteacher reviews, evidence of performance targets being achieved. Governors/trustees/directors do not receive pay for governance but are entitled to claim expenses.

**h. Trade union facility time**

**Relevant union officials**

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

**Percentage of time spent on facility time**

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

**Percentage of pay bill spent on facility time**

	£	
Total cost of facility time	-	
Total pay bill	<b>3,339,301</b>	
Percentage of total pay bill spent on facility time	-	%

**Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours	-	%
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**Objectives and activities**

**a. Objects and aims**

The principal object and activity of the Academy is to provide a grammar school education to pupils between the ages of 11 and 19 living in Alford and its surrounding area. The basis for selection at 11 is the 11+ testing procedure, administered through the Lincolnshire Grammar Schools' Consortium.

The strategic intents of the Academy are to:

1. Maintain our reputation as a centre of excellence, raising levels of achievement and opportunity
2. Sustain a high expectation and success culture
3. Retain a wide range of courses post 16 by attracting a high number of students to the sixth form
4. Ensure our independent financial sustainability

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

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**Objectives and activities (continued)**

**b. Objectives, strategies and activities**

Our primary purpose is to provide a high quality service for our pupils and their parents. As a Selective Academy we aim to establish ourselves as a centre of excellence, raising levels of achievement and opportunity for the whole community through a dynamic and creative focus on business and enterprise and effective use of student voice, which will pervade all learning.

The Academy's main aims and values are:

- To develop the full potential of all.
- To develop pride in achievements and an atmosphere which encourages respect and understanding for one another and the world in which we live.
- To provide appropriate and varied opportunities for everyone.
- To provide sensible guidance, support and advice.
- To develop a good work ethic and environment.

We value:

- Achievement
- Integrity
- Mutual respect
- Self discipline

Our whole school priorities 2024/25

1. Ensure the maintenance and further development of high-level outcomes for students.
2. Further development of the pastoral care and holistic support of students and staff in order to promote equity of opportunity.
3. Further develop our approaches to teaching and learning.
4. Further development of the curriculum across all strata within the school, ranging from individual lessons to the whole school curriculum model.
5. Continue our development of a robust school structure, to ensure that we are well prepared to react to any and all unexpected circumstances.
6. Further development of the governance practices and their implementation.
7. Continue to be outward facing as an organisation, working even more closely with local community partners, along with a commitment to undertake a series of school visits of similar schools.
8. Develop our careers program by further linking our curriculum to careers and providing further meaningful encounters with employers.

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

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**Objectives and activities (continued)**

**c. Public benefit**

In setting our objectives and planning our activities, the Trustees have carefully considered the Charity Commission's general guidance on public benefit.

The catchment area of the Academy is one of rural deprivation and the admissions policy aims to aid social mobility and select those children who have the potential to benefit from a rigorous academic curriculum, regardless of their background. A broad and balanced curriculum is offered to all and extra curricular activities are subsidised where appropriate to allow equal access.

**Strategic report**

**Achievements and performance**

**a. Key performance indicators**

The academy continues to thrive. The schools priority has been ensuring that the strong school culture of achievement, integrity, mutual respect and self discipline is maintained. The key focus within the school is undertaking the basics of education really well.

Our progress towards our whole school priorities remains consistent with a strong development plan in place that supports our strategic direction.

The information below represents a flavour of achievements during the period:

- The maintenance of the international school's award, which represents a significant amount of international work with a number of partner countries including but not exclusively India and some European partners.
- Delivery of major CIF projects which have improved the structure of the main building and by upgrading our fire doors across the Dyer building and upgrading our roofing on our two historically significant buildings. There is a new build planned in the centre of the school site which has planning and funding approved. Work will commence in due course.
- Maintained our rolling maintenance program which is having a positive impact on the overall material structure of the school over time. Including the continued maximisation of available space through the conversion of un utilised spaces into offices. Thereby allowing for the implementation of distributed leadership across the site. This combined with the rationalisation of spaces in order that all of our main teaching spaces are as spacious as they can be through clever design.
- Embedded our new careers worker who has made a significant impact on the aspirations of our young people.
- Reinforced our links with local primary and secondary schools developing strong working relationships that have led to tangible benefits regarding the sharing of best practice.
- Further improve our robust CPD program making use of internal and external capacity which has resulted in three quarters of the senior team having completed NPQ programs of study, along with our augmented in school offer.
- Generated closer links with some of our alumni to the benefit of our current students.

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

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**Strategic report (continued)**

**Achievements and performance (continued)**

- Reinforced our student leadership with the introduction of a heads of houses position to oversee the house system.
- Development of our provision of food for the benefit of our young people.
- We have made some significant staffing adjustments that have reinforced our middle leadership capacity.
- Adjusted our support staff structure to better facilitate the support of pupils at danger of becoming persistent absentees.

Academically the school is very successful. Students year on year achieve well beyond what they would achieve should they attend other schools. Including other similar schools locally and nationally. While this academic year there is no available progress 8 score as a result of a lack of KS2 data. Our attainment 8 score was higher than last year with a similar CAT and internal baseline score for this year group in year 7, suggesting that further progress has been made in improving the progress score of the school. The school has a strong and still improving level of consistency of delivery and outcome across the subject areas in the school.

Post 16 students attain a very pleasing VA of +0.28 in the academic year 24/25. While the national statistics have not yet been confirmed in comparison to other centres for the academic year 23/24. The raw A level scores compared to the same cohorts performance at KS4 indicate that there will again be an improvement in this headline measure.

The school works closely and often with the local community. While this cannot be measured on any graph it is a key aspect of school life and contributes to our continued success.

The school is very successful with regard all recordable metrics.

With regard GCSE results there is no Progress 8 measure this year or next as a result of the lack of KS2 assessment during the covid pandemic. That being said our attainment 8 measure is consistent with previous years while CATS data and internal baseline data suggests that last year's year 11 is broadly in line academically with previous cohorts. It is safe to suggest that progress 8 would therefore be at least in line with previous year's successful results. Importantly subgroups such as SEND and PP continue to outperform the remainder of the cohort in terms of the amount of progress that they make. This is contrary to the national trend. Suggesting that our PP strategy and how we support young people with additional needs is having impact.

Within sixth form results are again consistently high with a predicted Value added score of +0.3 again a pleasing positive score thus solidifying a strong year on year sixth form academic performance. Importantly young people have progressed on to a wide range of future destinations with 8% attaining and taking up a place at Oxbridge.

Students' attendance at school is a strong feature of the school. With the school being in the top quartile of similar schools.

Recruitment continues to be strong. The main school is full in all year groups and Sixth form recruitment continues to improve year on year.

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

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**Strategic report (continued)**

**Achievements and performance (continued)**

**b. Going concern**

The trustees strongly believe that the school remains a going concern. While there has been fluctuation in one year groups numbers which has presented some significant challenges. The schools academic, pastoral and wider community performance is strong. Students consistently want to come to school at QEGS Alford and do well when they chose the school. There is a short term cash flow issue, which the school is robustly addressing and reducing the scale of the deficit rapidly. Through strong leadership decisions the long term prospects for the school remain highly positive.

**Financial review**

The school has experienced significant financial pressures in recent years including increased energy costs and higher than anticipated pay settlements. The coming year being the last of which, without the anticipated increase of funding that would support their introduction. While a modest sized sixth form is not helpful financially it is a cornerstone of school life and contributes to the school culture. We have done work on increasing the size of the sixth form, it is 50% larger in current year 12 compared to last year. This will be reflected in the budget moving forward taking into account the lag funded element of post 16 funding.

A significant impact has however been the numbers of students in last years' year 11. This year group was reduced by 20 students when compared to all other year groups across key stage 3 and 4. This has been the case throughout their time in school. It is a direct result of the COVID 19 pandemic when out of area parents made the understandable decision to not transport their young people on busses. This equates to a combined £700,000 loss of income across the five years of their secondary education. As a result of lag funding this year is the final year of impact.

The long term situation regarding student recruitment and therefore funding is very positive with year on year predictions remaining consistent.

During the year ended 31 August 2025, the academy trust reported a deficit of £265,253 on its General Annual Grant (GAG) fund. This position reflects ongoing financial pressures, including increased staffing costs and reduced pupil-led funding, which have impacted the trust's ability to operate within its allocated resources.

The trustees acknowledge the seriousness of this deficit and are actively working with the Department for Education (DfE) to develop and implement a robust financial recovery plan. This includes close monitoring of expenditure, identification of cost-saving opportunities, and strategic planning to ensure the long-term financial sustainability of the trust.

The trustees remain committed to maintaining high standards of education and safeguarding the quality of provision for all pupils, while taking the necessary steps to return the trust to a balanced financial position.

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

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**a. Reserves policy**

The majority of the Trust's annual income is obtained from the Department for Education (DfE) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received during the year ended 31 August 2025 and the associated expenditure are shown as restricted general funds in the Statement of Financial Activities. The board of trustees have carefully assessed the minimum desired levels of reserves for the academy and consider these to be £400,000. The aim of these reserves is to safeguard against future anticipated fluctuations in pupil numbers, growing estate management pressures and establishing financial resilience to enable the academy to consistently achieve educational outcomes without the need to make future unexpected financial cuts.

During the period ended 31 August 2025, total unrestricted and restricted income (excluding capital funding within the restricted fixed asset fund and pension reserve income) were £3,872,970. This compares with expenditure (excluding expenditure within the restricted fixed asset fund and pension reserve expenditure) of £4,093,656 to give a deficit of expenditure over income on revenue funding totalling £220,686. This equates to the change in balance of the restricted general funds (excluding pension reserve) plus unrestricted funds when compared to the equivalent at the previous year end of £39,591 deficit.

As at 31 August 2025, restricted general funds (excluding pension reserves and restricted donations for Sports Hall Equipment) the Academy were £346,197 in deficit and unrestricted funds were £163,459 in surplus. Total free reserves (excluding restricted donations for Sports Hall equipment of £222,329) of £182,738 in deficit.

At the end of the prior financial period (year ended 31 August 2024) the academy had free reserves (restricted general funds excluding pension reserves and restricted donations for Sports Hall equipment plus unrestricted funds) of surplus £37,948.

**b. Investment policy**

There are no investments other than working cash balances which are held in a deposit account in a UK bank. The Governors will agree any future investments.

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

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**c. Principal risks and uncertainties**

The most significant risk to the school would be an unexpected event that could damage the reputation of the school which, in turn, could have an impact on pupil numbers and available funding as a result.

This is mitigated through the school's critical incident policy. Along with the work that the school has done and continues to do to ensure our reputation and standing in the local community is strong. Which will contribute to the mitigation of this risk.

The financial position of the school over the medium and long term while ok at the moment is a point of risk. As school expenses continue to rise across most budget areas while income streams fail to keep pace, it is inevitable that the quality of the school's offerings will eventually be significantly affected. This may then have an effect on student recruitment which is currently strong and therefore on available funds for future operational costs. We are currently a going concern but that is very much in the hands of central government funding as to whether we remain that way.

The principal risks associated with the long term funding position of the academy revolve around the uncertainty of funding from the DfE in a changing political landscape. Discussions with the DfE regarding our financial position have been and are positive as a result of the efforts the school has made to address the shortfall in finance in the medium and long term.

As a result of our skills audit we identified all appropriate areas of Governance expertise including levels of redundancy. Not only do we currently have the necessary areas of expertise, but we also take account of Governance membership moving forward. While the academy has not undertaken a skills audit of governors in the previous academic year. We intend to undertake one in the coming year.

**Fundraising**

The academy does not carry out significant fundraising activities or utilise external fundraisers. School fetes are a means of raising small amounts of money to complement the funding received from the government. Approaches to potential donors are via the head's weekly newsletter and are not personal targeted approaches, so parents and stakeholders are not pressurised.

The academy does raise an amount of money each year through the operation of a uniform shop however the uniform shop is not set up to make a profit. Rather to cover the costs of the stock and is set up for the benefit and convenience of the families it serves.

All fundraising carried out through the course of a year is monitored by the trustees through the finance committee.

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

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**Plans for future periods**

Plans for Future Periods During 2025-26, the trust development plan includes the following objectives:

- Continue to develop the life of the school to provide the best possible educational experience possible.
- Provide strong governance across the Academy Trust so that constructive challenge delivers a fully compliant, financially sustainable organisation that is defined by its values and vision.
- Raise the profile of the Academy Trust so that there are tangible and practical benefits for children, staff and the wider community.
- To continue to improve the already good outcomes for all children across the Academy Trust with a particular focus on the negative impact they have suffered as a result of the pandemic.
- The Academy Trust will strive to maintain high levels of academic performance. We will continue to value all students as individuals and nurture their talents.
- Students will continue to play a meaningful role in the day to day running of the Academy Trust, and leadership skills developed and encouraged through student voice leadership opportunities.
- Continue to improve the school fabric as a result of an ongoing strategic maintenance and development plan which has included recently the refurbishment of a science room, replacement of an antiquated fire alarm system and a new roof.
- Continue to develop our links with partner primary and secondary schools with the view of working more closely together this year.

Due to financial cuts we are regularly reviewing our staffing and curriculum to ensure that the service we provide is sustainable while remaining of the highest quality.

**Funds held as custodian on behalf of others**

Included in other creditors are amounts due to students in respect of monies held on their behalf in bank accounts in the Academy's name. This amount is also included in the figure for cash at bank and in hand on the Balance Sheet, at the year ended 31 August 2025 this was £500 (2024: £500).

This amount above relates to the Queen Elizabeth's Grammar School Fund, the main objective of the fund is to provide school trips to pupils. The Academy Trust's school fund is run from separate bank accounts and is included within the main accounting system, the transactions are reflected within these accounts with the balance at the year end being included in either deferred income or restricted funds carried forward.

**Disclosure of information to auditors**

Insofar as the Trustees are aware:

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

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 4 December 2025 and signed on its behalf by:



**M Woodroffe**  
Chair of Trustees



**G Thompson**  
Accounting Officer

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
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**GOVERNANCE STATEMENT**

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**Scope of responsibility**

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Headteacher, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Queen Elizabeth's Grammar, Alford - A Selective Academy Limited and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

**Governance**

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

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

Trustee	Meetings attended	Out of a possible
M J Burton	3	4
R Gargon	6	6
G Martin	4	6
L Meakin	6	6
K Ratcliffe	1	6
K Reyes	1	1
C Salway	4	5
G Thompson, Headteacher and accounting officer	6	6
M Woodroffe, Chair of Trustees	6	6

Governance is reviewed on an annual basis and when electing new governors (directors/trustees) account is taken of their skills and experience. The Finance and General Purposes Committee now includes three governors with substantial financial expertise. There has been no external review carried out this year. In May 2023 the governors completed the NGA Skills Audit which was reviewed. It was noted that the governors felt they had a broad range of skills that covered the roles required. A further skills audit is planned.

Key changes in composition of the board of trustees during and following the year ended 31 August 2025 involve the following appointments and resignations;

A Boxall - appointed 9 September 2025

M J Burton - appointed 12 February

2025 K Reyes - resigned 24 November

2024 C Salway - resigned 23 May 2025

All trustees are asked to complete a declaration of interest. At the start of each meeting the Chair asks trustees if they have any amendments to their declaration or if there are any conflicts of interest with the planned agenda. This is then noted within the minutes.

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

The Finance, audit and risk committee is a sub-committee of the main board of Trustees. Its purpose is to support the Accounting Officer in his day to day running of the financial affairs of the Academy and to oversee its systems of internal control. The finance audit and risk committee meets six times a year with the ability to meet further as need dictates. Financial long term strategic situations are regularly discussed and remedial action agreed upon as required.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
K Ratcliffe, Chair of Finance	6	6
M Woodroffe, Chair of Trustees	6	6
K Reyes	2	2
G Thompson	6	6
M Burton	1	2

**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:

- Rationalising staffing whilst ensuring specialist teaching is provided for almost all classes
- Benchmarking with other grammar schools

The school and governors regularly review operating procedures and the use of external contractors. The school has been successful in attaining CIF bids which has contributed to the maintenance of a well maintained environment. Wherever possible maintenance and development works are undertaken by the academies site team whose exceptional level of ability ensures that it is the exception rather than the rule that external contractors are required to augment their strong range of skills. This has ensured that the development of QEGS Alford from a resources and facilities perspective has remained consistent through the current financial pressure. It has also ensured that our ability to respond to changing landscapes from a compliance point of view has been achieved along with the maintenance of existing standards.

**The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy 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 Queen Elizabeth's Grammar, Alford - A Selective Academy Limited for the year 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**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 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

**The risk and control framework**

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

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

The Board of Trustees has decided not to appoint an internal auditor. However, the Trustees have appointed Mr M Watson , a responsible officer, to carry out a programme of internal checks.

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

- testing of payroll systems
- testing of purchase systems
- testing control account and bank reconciliations

On a semi-annual basis, the reviewer reports to the Board of Trustees through the finance and general purposes committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and annually prepares a short annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The reviewer has delivered their schedule of work as planned.

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Review of effectiveness**

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

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

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the finance and general purposes committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

The accounting officer's report on regularity refers to the financial notice to improve warning issued by the ESFA. We would draw attention to the breaches noted within this warning and disclosed in the report, being the board did not ensure appropriately and timely action was taken to maintain financial viability, and there were issues with the cash position being managed robustly. This is a breach of the Academy Trust Handbook. The trust continues to work with the ESFA and positively engage to make progress and improve the financial position.

**Conclusion**

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

Approved by order of the members of the Board of Trustees on 4 December 2025 and signed on their behalf by:



**M Woodroffe**  
Chair of Trustees



**G Thompson**  
Accounting Officer

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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**STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

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

I confirm that I, and the board of trustees are able to identify any material irregular or improper use of all funds by the academy trust, or material non-compliance with the framework of authorities.

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 DfE.



**G Thompson**  
Accounting Officer  
Date: 15.12.25

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 4 December 2025 and signed on its behalf by:



**M Woodroffe**  
Chair of Trustees



**G Thompson**  
Accounting Officer

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**

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## **Opinion**

We have audited the financial statements of Queen Elizabeth's Grammar, Alford - A Selective Academy Limited (the 'academy') for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

In our opinion the financial statements:

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

## **Basis for opinion**

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

## **Material uncertainty related to going concern**

We draw attention to note 1.2 in the financial statements, which indicates the academies deficit position at the balance sheet date alongside forecasted cashflow difficulties in the coming financial year. As stated in note 1.2, these events or conditions, along with the other matters as set forth in note 1.2, indicate that a material uncertainty exists that may cast significant doubt on the Academy's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

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. Our evaluation of the Trustees' assessment of the Academy's ability to continue to adopt the going concern basis of accounting included reviewing the academy's budgets for the forthcoming years and scrutinising the academies cashflow forecast for the next 12 months.

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

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED (CONTINUED)**

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**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.

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED (CONTINUED)**

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**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.

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED (CONTINUED)**

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**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:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the charity and sector in which it operates;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, SORP 2015 (FRS 102), Academies accounts direction and Academy trust handbook, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 2 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.
- reviewed Trustee meeting minutes for evidence of appropriate decision-making and management controls.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims.

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED (CONTINUED)**

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There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

**Use of our report**

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



**Linda Lord Bsc FCA (Senior Statutory Auditor)**

for and on behalf of

**Streets Audit LLP**

Chartered Accountants and Statutory Auditors

Lucy Tower Street

Lincoln

Lincolnshire

LN1 1XW

Date: 17/12/2025

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO QUEEN  
ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED AND THE SECRETARY OF  
STATE FOR EDUCATION**

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In accordance with the terms of our engagement letter dated 26 January 2021 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Queen Elizabeth's Grammar, Alford - A Selective Academy Limited during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes identified by Parliament and that the financial transactions do not conform to the authorities which govern them.

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

**Respective responsibilities of Queen Elizabeth's Grammar, Alford - A Selective Academy Limited's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Queen Elizabeth's Grammar, Alford - A Selective Academy Limited's funding agreement with the Secretary of State for Education dated 1 October 2010 and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED AND THE SECRETARY OF STATE FOR EDUCATION (CONTINUED)**

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**Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

- A review of the academy's systems and controls and confirmation of the operation and effectiveness during the year.
- A review of expenditure to confirm the appropriateness and value for money; and
- A review of connected party arrangements, transactions and balances.

**Conclusion**

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



Linda Lord Bsc FCA TEP  
**Streets Audit LLP**  
Chartered Accountants and Statutory Auditors

Lucy Tower Street  
Lincoln  
Lincolnshire  
LN1 1XW

Date: 17/12/2025

**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
(A Company Limited by Guarantee)

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

	Unrestricted funds 2025	Restricted funds 2025	Restricted fixed asset funds 2025	Total funds 2025	Total funds 2024
Note	£	£	£	£	£
<b>Income from:</b>					
Donations and capital					
grants	3	14,368	5,233	372,789	392,390
Other trading activities		166,319	-	-	166,319
Investments	6	10,368	39,000	-	49,368
Charitable activities		-	3,676,682	-	3,676,682
<b>Total income</b>		<b>191,055</b>	<b>3,720,915</b>	<b>372,789</b>	<b>4,284,759</b>
<b>Expenditure on:</b>					
Raising funds		30,859	-	-	30,859
Charitable activities	8	23,828	3,999,969	484,195	4,507,992
<b>Total expenditure</b>		<b>54,687</b>	<b>3,999,969</b>	<b>484,195</b>	<b>4,538,851</b>
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>136,368</b>	<b>(279,054)</b>	<b>(111,406)</b>	<b>(254,092)</b>
<b>Other recognised gains/(losses):</b>					
Derecognition of pension surplus		-	(652,000)	-	(652,000)
Actuarial gains on defined benefit pension schemes	26	-	574,000	-	574,000
<b>Net movement in funds</b>		<b>136,368</b>	<b>(357,054)</b>	<b>(111,406)</b>	<b>(332,092)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		27,091	233,186	7,898,215	8,158,492
Net movement in funds		136,368	(357,054)	(111,406)	(332,092)
<b>Total funds carried forward</b>		<b>163,459</b>	<b>(123,868)</b>	<b>7,786,809</b>	<b>7,826,400</b>

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

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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

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The notes on pages 31 to 61 form part of these financial statements.

**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07388635**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2025**

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	14	7,232,330	7,300,086
		<u>7,232,330</u>	<u>7,300,086</u>
<b>Current assets</b>			
Stocks	15	27,323	34,053
Debtors	16	602,895	633,126
Cash at bank and in hand		382,213	600,859
		<u>1,012,431</u>	<u>1,268,038</u>
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	17	(334,361)	(409,632)
<b>Net current assets</b>		<u>678,070</u>	<u>858,406</u>
<b>Total assets less current liabilities</b>		<u>7,910,400</u>	<u>8,158,492</u>
Creditors: amounts falling due after more than one year	18	(84,000)	-
<b>Total net assets</b>		<u><u>7,826,400</u></u>	<u><u>8,158,492</u></u>

**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07388635**

**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2025**

	Note	2025 £	2024 £
<b>Funds of the Academy</b>			
<b>Restricted funds:</b>			
Fixed asset funds	19	7,786,809	7,898,215
Restricted income funds	19	(123,868)	233,186
<b>Total restricted funds</b>	19	<b>7,662,941</b>	<b>8,131,401</b>
<b>Unrestricted income funds</b>	19	<b>163,459</b>	<b>27,091</b>
<b>Total funds</b>		<b>7,826,400</b>	<b>8,158,492</b>

The financial statements on pages 26 to 61 were approved by the Trustees, and authorised for issue on 04 December 2025 and are signed on their behalf, by:



**M Woodroffe**  
Chair of Trustees



**G Thompson**  
Accounting Officer

The notes on pages 31 to 61 form part of these financial statements.

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

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	<b>Note</b>	<b>2025</b> <b>£</b>	<b>2024</b> <b>£</b>
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	21	<b>(838,341)</b>	<b>(430,352)</b>
<b>Cash flows from investing activities</b>	23	<b>535,695</b>	<b>101,923</b>
<b>Cash flows from financing activities</b>	22	<b>84,000</b>	<b>-</b>
<b>Change in cash and cash equivalents in the year</b>		<b>(218,646)</b>	<b>(328,429)</b>
Cash and cash equivalents at the beginning of the year		<b>600,859</b>	<b>929,288</b>
<b>Cash and cash equivalents at the end of the year</b>	24, 25	<b>382,213</b>	<b>600,859</b>

The notes on pages 31 to 61 form part of these financial statements

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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

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**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

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

**1.2 Going concern**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Academy Trust has adequate resources to continue in operational existence for the immediate future, but there are material uncertainties about the Academy Trust's ability to continue as a going concern thereafter.

During the year ended 31 August 2025, the academy faced significant cashflow difficulties alongside a significant in year deficit and were issued with a financial notice to improve warning letter after requesting financial support from the DfE. The DfE committed to supporting the trust and the school continues to work closely with the DfE in resolving the cashflow difficulties. This position is as a result of a number of reasons; the impact of the reduced number of students filtering through each year group, due to Covid, has had a profound impact of funding. The expected level of funding for salary increases has not been fully met or annual funding from our Foundation Trustees.

The Trustees and Finance Officer are committed to the ongoing protection of the academy's activities and are actively monitoring the budget and actual results for the current year. They continue to seek additional funding and review the academy's expenditure in order to ensure that the school can continue to meet the needs of the pupils in its care. The trustees have, therefore, continued to adopt the going concern basis for the preparation of the accounts.

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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

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**1. Accounting policies (continued)**

**1.3 Income**

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

- **Grants**

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

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

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

- **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.

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**1. Accounting policies (continued)**

**1.4 Expenditure**

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

- **Expenditure on raising funds**

This includes all expenditure incurred by the Academy 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's educational operations, including support costs and costs relating to the governance of the Academy apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

**1.5 Government grants**

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

**1.6 Taxation**

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

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

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

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**1. Accounting policies (continued)**

**1.7 Tangible fixed assets**

Assets costing £2,000 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, original buildings and assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Depreciation is provided on the following basis:

Land and original buildings	- Not depreciated
Property improvements	- 2% Straight line on cost
Furniture and equipment	- 20% Straight line on cost
Computer equipment	- 33% Straight line on cost

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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.

**1.8 Stocks**

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

**1.9 Debtors**

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

**1.10 Cash at bank and in hand**

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

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

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**1. Accounting policies (continued)**

**1.11 Liabilities**

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

**1.12 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 16. Prepayments are not financial instruments.

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

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

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

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**1. Accounting policies (continued)**

**1.13 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.

**1.14 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.

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

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**2. Critical accounting estimates and areas of judgment**

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

Critical accounting estimates and assumptions:

The Academy 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 26, 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 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The judgement applied and assumptions used, on whether an asset is recognised and restricted, are also set out in the notes.

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**3. Income from donations and capital grants**

	<b>Unrestricted funds 2025 £</b>	<b>Restricted funds 2025 £</b>	<b>Restricted fixed asset funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Donations	14,368	-	-	<b>14,368</b>	2,062
Grants	-	5,233	-	<b>5,233</b>	301
Government grants	-	-	372,789	<b>372,789</b>	645,349
<b>Total 2025</b>	<u>14,368</u>	<u>5,233</u>	<u>372,789</u>	<u><b>392,390</b></u>	<u>647,712</u>
<i>Total 2024</i>	<u>2,062</u>	<u>301</u>	<u>645,349</u>	<u>647,712</u>	

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**4. Funding for the Academy's charitable activities**

	<b>Restricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
<b>Educational Operations</b>			
<b>DfE grants</b>			
General Annual Grant (GAG)	3,225,242	<b>3,225,242</b>	3,124,576
Other DfE grants			
Pupil Premium	69,956	<b>69,956</b>	73,570
Rates reimbursement	23,639	<b>23,639</b>	22,625
Teachers' Pay and Pension grants	132,662	<b>132,662</b>	94,431
MASG Additional grant	-	-	89,232
Core Schools Budget	113,202	<b>113,202</b>	-
Other DfE/ESFA grants	20,718	<b>20,718</b>	22,645
	3,585,419	<b>3,585,419</b>	3,427,079
<b>Other Government grants</b>			
Special Educational Needs funding	25,780	<b>25,780</b>	27,856
Looked After Children	17,880	<b>17,880</b>	16,066
16-19 Bursary	47,603	<b>47,603</b>	18,184
	91,263	<b>91,263</b>	62,106
<b>Total Educational Operations</b>	3,676,682	<b>3,676,682</b>	3,489,185
<b>Total 2025</b>	3,676,682	<b>3,676,682</b>	3,489,185
<i>Total 2024</i>	3,489,185	3,489,185	

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**NOTES TO THE FINANCIAL STATEMENTS  
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**5. Income from other trading activities**

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Catering Income	129,867	<b>129,867</b>	72,031
Sale of uniforms	22,936	<b>22,936</b>	9,599
Receipts from staff insurance claims	296	<b>296</b>	172
Music tuition, exam fees and other income	13,220	<b>13,220</b>	15,833
<b>Total 2025</b>	<u>166,319</u>	<u><b>166,319</b></u>	<u>97,635</u>
<i>Total 2024</i>	<u>97,635</u>	<u>97,635</u>	

**6. Investment income**

	<b>Unrestricted funds 2025 £</b>	<b>Restricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Investment income	10,368	-	<b>10,368</b>	14,165
Pension income	-	39,000	<b>39,000</b>	35,000
<b>Total 2025</b>	<u>10,368</u>	<u>39,000</u>	<u><b>49,368</b></u>	<u>49,165</u>
<i>Total 2024</i>	<u>14,165</u>	<u>35,000</u>	<u>49,165</u>	

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

**7. Expenditure**

	<b>Staff Costs 2025 £</b>	<b>Premises 2025 £</b>	<b>Other 2025 £</b>	<b>Total 2025 £</b>	<i>Total 2024 £</i>
Expenditure on raising voluntary income:					
Direct costs	-	-	30,859	<b>30,859</b>	1,031
Educational Operations:					
Direct costs	2,921,703	67,756	218,321	<b>3,207,780</b>	3,112,264
Allocated support costs	417,598	590,486	292,128	<b>1,300,212</b>	1,446,802
<b>Total 2025</b>	<u>3,339,301</u>	<u>658,242</u>	<u>541,308</u>	<u><b>4,538,851</b></u>	<u>4,560,097</u>
<i>Total 2024</i>	<u>3,226,937</u>	<u>827,204</u>	<u>505,956</u>	<u>4,560,097</u>	

**8. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Unrestricted funds 2025 £</b>	<b>Restricted funds 2025 £</b>	<b>Total 2025 £</b>	<i>Total 2024 £</i>
Educational Operations	23,828	4,484,164	<b>4,507,992</b>	4,559,066
<i>Total 2024</i>	<u>53,656</u>	<u>4,505,410</u>	<u>4,559,066</u>	

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

**9. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2025 £</b>	<b>Support costs 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Educational Operations	3,207,780	1,300,212	<b>4,507,992</b>	4,559,066
<i>Total 2024</i>	<u>3,112,264</u>	<u>1,446,802</u>	<u>4,559,066</u>	

**Analysis of direct costs**

	<b>Educational Operations 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Staff costs	2,921,703	<b>2,921,703</b>	2,771,410
Depreciation	67,756	<b>67,756</b>	110,743
Educational supplies	94,716	<b>94,716</b>	106,324
Examination fees	71,378	<b>71,378</b>	79,328
Staff development	3,707	<b>3,707</b>	7,026
Other direct costs	48,520	<b>48,520</b>	37,433
<b>Total 2025</b>	<u>3,207,780</u>	<u><b>3,207,780</b></u>	<u>3,112,264</u>
<i>Total 2024</i>	<u>3,112,264</u>	<u>3,112,264</u>	

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**9. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Educational Operations 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Staff costs	417,598	<b>417,598</b>	455,527
Recruitment and support	11,883	<b>11,883</b>	1,451
Maintenance of premises and equipment	475,199	<b>475,199</b>	695,818
Cleaning	6,284	<b>6,284</b>	5,632
Rent and rates	30,700	<b>30,700</b>	17,830
Energy costs	84,587	<b>84,587</b>	132,401
Insurance	22,742	<b>22,742</b>	23,227
Telephone, postage and stationery	20,697	<b>20,697</b>	14,995
Catering	187,888	<b>187,888</b>	53,070
Other costs	17,952	<b>17,952</b>	15,937
Bank interest and charges	1,001	<b>1,001</b>	586
Auditors' remuneration	15,933	<b>15,933</b>	21,066
Professional fees	7,748	<b>7,748</b>	9,262
<b>Total 2025</b>	<b>1,300,212</b>	<b>1,300,212</b>	<b>1,446,802</b>

**10. Net income/(expenditure)**

Net income/(expenditure) for the year includes:

	<b>2025 £</b>	<i>2024 £</i>
Operating lease rentals	<b>25,380</b>	15,972
Depreciation of tangible fixed assets	<b>67,756</b>	110,743
Fees paid to auditors for:		
- audit	<b>7,500</b>	7,500
- other services	<b>8,750</b>	8,750

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

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**11. Staff**

**a. Staff costs and employee benefits**

Staff costs during the year were as follows:

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Wages and salaries	<b>2,435,411</b>	2,395,263
Social security costs	<b>276,479</b>	240,951
Pension costs	<b>612,965</b>	556,817
	<b>3,324,855</b>	3,193,031
Agency staff costs	<b>14,446</b>	33,906
	<b>3,339,301</b>	3,226,937

**b. Staff numbers**

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

	<b>2025</b>	<b>2024</b>
	<b>No.</b>	<b>No.</b>
Teachers	<b>41</b>	39
Management	<b>1</b>	1
Administration and support	<b>33</b>	35
	<b>75</b>	75

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**11. Staff (continued)**

**c. Higher paid staff**

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

	<b>2025</b>	<i>2024</i>
	<b>No.</b>	<i>No.</i>
In the band £60,001 - £70,000	<b>1</b>	<i>3</i>
In the band £70,001 - £80,000	<b>3</b>	<i>-</i>
In the band £80,001 - £90,000	<b>-</b>	<i>1</i>
In the band £90,001 - £100,000	<b>1</b>	<i>-</i>

**d. Key management personnel**

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £541,065 (2024 - £500,637).

**12. Trustees' remuneration and expenses**

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

		<b>2025</b>	<i>2024</i>
		<b>£</b>	<i>£</i>
L Meakin	Remuneration	<b>20,000 -</b>	<i>20,000 -</i>
		<b>25,000</b>	<i>25,000</i>
	Pension contributions paid	<b>5,000 -</b>	<i>5,000 -</i>
		<b>10,000</b>	<i>10,000</i>
G Thompson, Headteacher and accounting officer	Remuneration	<b>95,000 -</b>	<i>85,000 -</i>
		<b>100,000</b>	<i>90,000</i>
	Pension contributions paid	<b>25,000 -</b>	<i>20,000 -</i>
		<b>30,000</b>	<i>25,000</i>
K Reyes (resigned 24 November 2024)	Remuneration	<b>45,000 -</b>	<i>40,000 -</i>
		<b>50,000</b>	<i>45,000</i>
	Pension contributions paid	<b>10,000 -</b>	<i>10,000 -</i>
		<b>15,000</b>	<i>15,000</i>

During the year, retirement benefits were accruing to 3 Trustees (2024 - 3) in respect of defined benefit pension schemes.

During the year ended 31 August 2025, no Trustee expenses have been incurred (2024 - £NIL).

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**13. Trustees' and Officers' insurance**

The Academy 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 officers indemnity element from the overall cost of the RPA scheme membership.

**14. Tangible fixed assets**

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 September 2024	7,499,465	437,569	116,597	8,053,631
At 31 August 2025	7,499,465	437,569	116,597	8,053,631
<b>Depreciation</b>				
At 1 September 2024	245,883	391,065	116,597	753,545
Charge for the year	51,350	16,406	-	67,756
At 31 August 2025	297,233	407,471	116,597	821,301
<b>Net book value</b>				
At 31 August 2025	7,202,232	30,098	-	7,232,330
At 31 August 2024	7,253,582	46,504	-	7,300,086

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**14. Tangible fixed assets (continued)**

The playing fields were transferred to the Academy from the predecessor school at the point of conversion on 1 October 2010.

The remaining land and buildings are held by "Foundation Trustees" who granted a 125 year lease to the Academy Trust on 30 July 2019 at a peppercorn rent. Prior to this point the land and buildings had been occupied under a tenancy at will.

The land and buildings are included in the accounts at the valuation from the ESFA.

The original leasehold property is subject to regular maintenance and repair such that in the trustees' opinion the residual value is not materially different from the value in the financial statements and has a long useful economic life. The trustees consider the need for impairment at each year end.

During the year ended 31 August 2025, the Academy adopted a capitalisation de minimis of £2,000. At which point a review of the asset register was undertaken to dispose of assets below de minimis.

**15. Stocks**

	<b>2025</b>	<b>2024</b>
	£	£
Finished goods and goods for resale	<b>27,323</b>	34,053

**16. Debtors**

	<b>2025</b>	<b>2024</b>
	£	£
<b>Due within one year</b>		
Other debtors	<b>202</b>	1,041
Prepayments and accrued income	<b>484,593</b>	599,068
VAT recoverable	<b>118,100</b>	33,017
	<b>602,895</b>	633,126

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**17. Creditors: Amounts falling due within one year**

	2025 £	2024 £
Trade creditors	77,176	30,515
Other taxation and social security	65,163	52,629
Other creditors	75,451	71,407
Accruals and deferred income	116,571	255,081
	<b>334,361</b>	<b>409,632</b>
	<b>334,361</b>	<b>409,632</b>
	2025 £	2024 £
Deferred income at 1 September 2024	117,591	72,801
Resources deferred during the year	60,373	117,591
Amounts released from previous periods	(117,591)	(72,801)
	<b>60,373</b>	<b>117,591</b>
	<b>60,373</b>	<b>117,591</b>

Deferred income consists of the following items:

- ESFA 16-19 Bursary income of £nil (2024: £44,748)
- School trip income of £32,849 (2024: £47,227)
- Rates relief of £13,921 (2024: £13,696)
- Other income of £13,602 (2023: £11,920)

**18. Creditors: Amounts falling due after more than one year**

	2025 £	2024 £
ESFA loan	84,000	-
	<b>84,000</b>	<b>-</b>

During the year, the academy trust drew down a cashflow loan of £84,000 from the Department for Education (DfE) to support short-term working capital requirements.

This loan is interest-free and has no defined repayment schedule. The trust is in ongoing dialogue with the DfE regarding the timing and terms of repayment. As such, the loan is classified as a creditor: amounts falling due after more than one year, unless and until a repayment schedule is agreed.

The loan is unsecured and is not subject to any covenants or conditions beyond the standard terms of DfE support.

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**19. Statement of funds**

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2025 £
<b>Unrestricted funds</b>						
General Funds	27,091	191,055	(54,687)	-	-	163,459
<b>Restricted general funds</b>						
General Annual Grant (GAG)	-	3,225,242	(3,574,765)	84,000	-	(265,523)
Pupil Premium	-	69,956	(69,956)	-	-	-
Other DFE Grants	-	290,221	(290,221)	-	-	-
Other Government Revenue Grants	2,598	43,660	(46,258)	-	-	-
School Fund	3,326	-	-	-	-	3,326
Other Income	4,933	52,836	(57,769)	-	-	-
Sports Hall and Equipment	222,329	-	-	-	-	222,329
DfE Loan	-	-	-	(84,000)	-	(84,000)
Pension reserve	-	39,000	39,000	-	(78,000)	-
	<b>233,186</b>	<b>3,720,915</b>	<b>(3,999,969)</b>	<b>-</b>	<b>(78,000)</b>	<b>(123,868)</b>
<b>Restricted fixed asset funds</b>						
DfE capital grants	14,551	13,442	(13,086)	-	-	14,907
Capital expenditure from GAG	7,300,086	-	(67,756)	-	-	7,232,330
CIF Grant- Roofing Works	27,648	-	(27,648)	-	-	-
CIF Grant- Fire Alarm	7,669	-	(7,669)	-	-	-

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**19. Statement of funds (continued)**

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2025 £
CIF Grant- Fire Door	121,930	(20,486)	(101,444)	-	-	-
CIF Grant - Bell Tower	426,331	-	(266,592)	-	-	159,739
CIF Grant- Mobile Classroom	-	379,833	-	-	-	379,833
	<u>7,898,215</u>	<u>372,789</u>	<u>(484,195)</u>	<u>-</u>	<u>-</u>	<u>7,786,809</u>
<b>Total Restricted funds</b>	<u>8,131,401</u>	<u>4,093,704</u>	<u>(4,484,164)</u>	<u>-</u>	<u>(78,000)</u>	<u>7,662,941</u>
<b>Total funds</b>	<u><u>8,158,492</u></u>	<u><u>4,284,759</u></u>	<u><u>(4,538,851)</u></u>	<u><u>-</u></u>	<u><u>(78,000)</u></u>	<u><u>7,826,400</u></u>

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

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

**Unrestricted funds:**

General funds - those resources which may be used towards meeting any of the objects of the academy at the discretion of the governors. These have not been designated for particular purposes.

**Restricted funds:**

General Annual Grant (GAG) - made up of a number of different funding streams from the DfE, all of which are to be used to cover the running costs of the academy. For the year ended 31 August 2025, the GAG fund reported a deficit of £265,253. This deficit has arisen due to a combination of increased staffing costs and reduced pupil-led funding. The trustees recognise the significance of this position and are actively working with the Department for Education (DfE) to implement a financial recovery plan aimed at restoring the trust to a sustainable financial footing. The trust remains committed to maintaining educational standards while taking appropriate steps to manage costs and improve financial resilience.

Pupil Premium - This is additional funding given to the Academy so that it can support their disadvantaged pupils and close the gap between them and their peers.

Other DfE grants - represent DfE grants received for specific purposes. Included in other DfE grants is, pupil premium income and grants received for PE & Sports.

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

School Fund - income received for specific trips and other curriculum related monies.

Other Income - comprises various other receipts including school meals.

Sports Hall and Equipment - a combination of parent donations initially intended for the sports hall redevelopment, as well as gift aid claimed on donations. This balance is not related to the capital grant received from the DfE.

DfE Loan - represents a cashflow assistance loan provided by the DfE drawn down to assist with future spending requirements.

Pension reserve - represents the current £Nil balance of the Local Government Pension Scheme (LGPS), after derecognising the pension surplus.

**Restricted Fixed Asset Funds:**

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

CIF grants - represent DfE funding provided for capital projects during the year, being the roofing works and Fire Alarm/Fire Safety applications.

Foundation Capital grant - income received for the purpose of funding future capital projects.

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

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**19. Statement of funds (continued)**

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

	<i>Balance at 1 September 2023</i> £	<i>Income</i> £	<i>Expenditure</i> £	<i>Transfers in/out</i> £	<i>Gains/ (Losses)</i> £	<i>Balance at 31 August 2024</i> £
<b>Unrestricted funds</b>						
General Funds	243,580	113,862	(54,687)	(275,664)	-	27,091
<b>Restricted general funds</b>						
General Annual Grant (GAG)	57,688	3,124,576	(3,436,724)	254,460	-	-
Pupil Premium	-	73,570	(73,570)	-	-	-
Other DFE Grants	-	228,933	(228,933)	-	-	-
Other Government Revenue Grants	3,842	43,922	(45,166)	-	-	2,598
School Fund	3,326	-	-	-	-	3,326
Other Income	6,196	18,485	(19,748)	-	-	4,933
Sports Hall and Equipment	222,329	-	-	-	-	222,329
Pension reserve	-	35,000	39,000	-	(74,000)	-
	<u>293,381</u>	<u>3,524,486</u>	<u>(3,765,141)</u>	<u>254,460</u>	<u>(74,000)</u>	<u>233,186</u>
<b>Restricted fixed asset funds</b>						
DfE capital grants	2,857	13,444	-	(1,750)	-	14,551
Capital expenditure from GAG	7,409,079	-	(110,743)	1,750	-	7,300,086
CIF Grant-Roofing Works	5,997	-	-	21,651	-	27,648
CIF Grant- Fire Alarm	-	8,116	-	(447)	-	7,669

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**19. Statement of funds (continued)**

	<i>Balance at 1 September 2023</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Gains/ (Losses)</i>	<i>Balance at 31 August 2024</i>
	£	£	£	£	£	£
CIF Grant- Fire Door	553,998	-	(432,068)	-	-	121,930
CIF Grant - Bell Tower	-	623,789	(197,458)	-	-	426,331
	<u>7,971,931</u>	<u>645,349</u>	<u>(740,269)</u>	<u>21,204</u>	<u>-</u>	<u>7,898,215</u>
<b>Total Restricted funds</b>	<u>8,265,312</u>	<u>4,169,835</u>	<u>(4,505,410)</u>	<u>275,664</u>	<u>(74,000)</u>	<u>8,131,401</u>
<b>Total funds</b>	<u><u>8,508,892</u></u>	<u><u>4,283,697</u></u>	<u><u>(4,560,097)</u></u>	<u><u>-</u></u>	<u><u>(74,000)</u></u>	<u><u>8,158,492</u></u>

**20. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Unrestricted funds 2025</b>	<b>Restricted funds 2025</b>	<b>Restricted fixed asset funds 2025</b>	<b>Total funds 2025</b>
	£	£	£	£
Tangible fixed assets	-	-	7,232,330	<b>7,232,330</b>
Current assets	184,393	260,664	567,374	<b>1,012,431</b>
Creditors due within one year	(20,934)	(300,532)	(12,895)	<b>(334,361)</b>
Creditors due in more than one year	-	(84,000)	-	<b>(84,000)</b>
<b>Total</b>	<u>163,459</u>	<u>(123,868)</u>	<u>7,786,809</u>	<u><b>7,826,400</b></u>

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

	<b>2025</b>	<b>2024</b>
	£	£
Net expenditure for the year (as per Statement of Financial Activities)	<b>(254,092)</b>	<b>(276,400)</b>
<b>Adjustments for:</b>		
Depreciation	<b>67,756</b>	110,743
Capital grants from DfE and other capital income	<b>(372,789)</b>	(645,349)
Interest receivable	<b>(10,368)</b>	(14,165)
Defined benefit pension scheme cost less contributions payable	<b>(39,000)</b>	(35,000)
Defined benefit pension scheme finance cost	<b>(39,000)</b>	(39,000)
Decrease in stocks	<b>6,730</b>	6,875
(Increase)/decrease in debtors	<b>(122,307)</b>	359,065
(Decrease)/increase in creditors	<b>(75,271)</b>	102,879
<b>Net cash used in operating activities</b>	<b>(838,341)</b>	<b>(430,352)</b>

**22. Cash flows from financing activities**

	<b>2025</b>	<b>2024</b>
	£	£
Cash inflows from new borrowing	<b>84,000</b>	-
<b>Net cash provided by financing activities</b>	<b>84,000</b>	-

**23. Cash flows from investing activities**

	<b>2025</b>	<b>2024</b>
	£	£
Dividends, interest and rents from investments	<b>10,368</b>	14,165
Purchase of tangible fixed assets	-	(1,750)
Capital grants from DfE Group	<b>525,327</b>	89,508
<b>Net cash provided by investing activities</b>	<b>535,695</b>	<b>101,923</b>

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**24. Analysis of cash and cash equivalents**

	<b>2025</b>	<i>2024</i>
	£	£
Cash in hand and at bank	<b>382,213</b>	<i>600,859</i>
<b>Total cash and cash equivalents</b>	<b>382,213</b>	<i>600,859</i>

**25. Analysis of changes in net debt**

	<b>At 1 September 2024</b>	<b>Cash flows</b>	<b>At 31 August 2025</b>
	£	£	£
Cash at bank and in hand	<b>600,859</b>	<b>(218,646)</b>	<b>382,213</b>
Debt due after 1 year	-	<b>(84,000)</b>	<b>(84,000)</b>
	<b>600,859</b>	<b>(302,646)</b>	<b>298,213</b>

**26. Pension commitments**

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

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

Contributions amounting to £75,448 were payable to the schemes at 31 August 2025 (*2024 - £56,329*) and are included within creditors.

**Teachers' Pension Scheme**

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

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

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**26. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

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

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

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

The next valuation result is due to be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2027.

The employer's pension costs paid to TPS in the year amounted to £514,000 (2024 - £340,000).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has taken advantage of the exemption in FRS 102 and has The Academy 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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**26. Pension commitments (continued)**

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £194,000 (2024 - £174,000), of which employer's contributions totalled £143,000 (2024 - £142,000) and employees' contributions totalled £ 51,000 (2024 - £32,000). The agreed contribution rates for future years are 26.50 per cent for employers and a varying per cent for employees.

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

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

**Principal actuarial assumptions**

Lincolnshire Pension Fund

	<b>2025</b>	<i>2024</i>
	%	%
Rate of increase in salaries	<b>3.50</b>	3.85
Rate of increase for pensions in payment/inflation	<b>2.50</b>	2.85
Discount rate for scheme liabilities	<b>6.00</b>	5.05

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

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

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**NOTES TO THE FINANCIAL STATEMENTS  
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**26. Pension commitments (continued)**

**Sensitivity analysis**

	<b>2025</b>	<i>2024</i>
	<b>£000</b>	<i>£000</i>
Discount rate +0.1%	<b>(40)</b>	<i>(48)</i>
Discount rate -0.1%	<b>41</b>	<i>50</i>
Salary increase +0.1%	<b>4</b>	<i>4</i>
Salary increase -0.1%	<b>(4)</b>	<i>(4)</i>
Pension increase +0.1%	<b>39</b>	<i>46</i>
Pension increase -0.1%	<b>(38)</b>	<i>(45)</i>

The pension scheme surplus is based on the actuarial assumptions used as at the 31 August 2025. These can and do change after the year end. The above sensitivity analysis shows how the position stated can change significantly based on changes to the actuarial assumptions. A change in the markets is likely to result in an increased pension scheme deficit by next year end. Post year end valuations could be obtained to provide an indication, however, it is considered that the cost would outweigh the benefit to the users of the accounts, and would not be value for money.

**Share of scheme assets**

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

	<b>At 31</b>	<i>At 31 August</i>
	<b>August 2025</b>	<i>2024</i>
	<b>£</b>	<i>£</i>
Equities	<b>2,089,000</b>	<i>1,860,000</i>
Corporate bonds	<b>466,000</b>	<i>472,000</i>
Property	<b>288,000</b>	<i>241,000</i>
Cash and other liquid assets	<b>105,000</b>	<i>113,000</i>
Infrastructure	<b>173,000</b>	<i>143,000</i>
Absolute return fund	<b>669,000</b>	<i>565,000</i>
<b>Total market value of assets</b>	<b>3,790,000</b>	<i>3,394,000</i>

The actual return on scheme assets was £175,000 (2024 - £162,000).

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**26. Pension commitments (continued)**

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

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Current service cost	<b>(104,000)</b>	<i>(103,000)</i>
Interest income	<b>172,000</b>	<i>161,000</i>
Interest cost	<b>(133,000)</b>	<i>(126,000)</i>
<b>Total amount recognised in the Statement of Financial Activities</b>	<b>(65,000)</b>	<i>(68,000)</i>

At 31 August 2025 and 31 August 2024, the present value of the defined benefit obligation at the reporting date was valued at less than the fair value of plan assets and therefore the plan has a surplus. In accordance with FRS 102, an entity shall recognise a plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

On the basis that the separate triennial valuation is used to calculate future contribution rates on a different valuation basis there is no realistic expectation that the surplus will be realised or will provide future economic benefit to the trust. As a result the pension asset has not been recognised in the balance sheet of the financial statements. The asset and liability movements as included in the FRS 102 valuation report has been disclosed below for transparency.

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

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>At 1 September</b>	<b>2,645,000</b>	<i>2,432,000</i>
Current service cost	<b>104,000</b>	<i>103,000</i>
Interest cost	<b>133,000</b>	<i>126,000</i>
Employee contributions	<b>51,000</b>	<i>32,000</i>
Actuarial (gains)/losses	<b>(492,000)</b>	<i>81,000</i>
Benefits paid	<b>(52,000)</b>	<i>(129,000)</i>
<b>At 31 August</b>	<b>2,389,000</b>	<i>2,645,000</i>

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**26. Pension commitments (continued)**

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

	2025 £	2024 £
<b>At 1 September</b>	<b>3,394,000</b>	<b>3,027,000</b>
Interest income	175,000	162,000
Actuarial gains	82,000	161,000
Employer contributions	143,000	142,000
Employee contributions	51,000	32,000
Benefits paid	(52,000)	(129,000)
Administration expenses	(3,000)	(1,000)
<b>At 31 August</b>	<b>3,790,000</b>	<b>3,394,000</b>

**27. Operating lease commitments**

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

	2025 £	2024 £
Not later than 1 year	11,739	15,972
Later than 1 year and not later than 5 years	15,146	9,810
	<b>26,885</b>	<b>25,782</b>

**28. Members' liability**

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

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**QUEEN ELIZABETH'S GRAMMAR, ALFORD - A SELECTIVE ACADEMY LIMITED**  
**(A Company Limited by Guarantee)**

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

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**29. Related party transactions**

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

No transactions took place with related parties in the year.

**30. Agency arrangements**

The academy trust distributes 16-19 bursary funds to students as an agent for the DfE. In the accounting period ended 31 August 2025 the trust received £38,258 (2024: £41,064) and disbursed £27,600 (2024: £19,345). £1,282 (2024: £184) spent on administration fees. An amount of £nil (2024: £44,748) represents accumulated undistributed funds that are held on behalf of DfE and is included in creditors. An amount of £54,309 has been returned to the DfE and this has been deducted from income.