

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Members

Mr A Keane (resigned 15 January 2025)
Mr S Rowney (resigned 6 May 2025)
Miss H Hayes (appointed 15 January 2025)
Mr S Small
Mrs L Chandler (resigned 1 October 2025)
Mr R Parry (appointed 15 January 2025)
Mr T Rollings (resigned 1 September 2025)

Directors

Mr A Best, Chair
Mrs C Dalzell (appointed 15 October 2024)
Ms K Bloor, Chair
Mr M Bolshaw
Mr B Cooper
Mr S Jones, Chief Executive
Mr S Sheppard
Mr R Veys (resigned 31 August 2025)
Ms J Charlton
Mr N Philpott
Mr D Rajania (appointed 16 December 2024)
Mr A Crees

Company registered number

07661164

Company name

Fairfax Multi Academy Trust (FMAT)

Principal and registered office

Fairfax Road
Sutton Coldfield
West Midlands
B75 7JT

Company secretary

Mr J Fitzgerald, COO

Chief executive officer

Mr S Jones, CEO

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

Executive leadership team

Mr S Jones, Chief Executive Officer
Mr J Fitzgerald, Chief Operations Officer
Mr M Jobling, Director of Education

Independent auditor

Crowe U.K. LLP
Black Country House
Rounds Green Road
Oldbury
West Midlands
B69 2DG

Bankers

Lloyds
Commercial Key Markets
22A Great Hampton Street
Birmingham
West Midlands
B18 6AH

Solicitors

Stone King LLP
Cornwall Buildings
45 Newhall Street
B3 3QR

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DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

The Directors presented their annual report together with the financial statements and the Auditors' report of the Charitable Company for the year ending 31 August 2025.

The Trust operates three secondary academies and one all through academy in the West Midlands. The academies have a combined pupil capacity of 4,110 and had a roll 3,862 on the school census return in October 2025.

Structure, governance and management

a. Constitution

On the 1 November 2014 the Fairfax Multi-Academy Trust was established, incorporating Fairfax Academy and the newly sponsored Bournville School. Erdington Academy joined the Trust on 1 September 2016 and Smith's Wood Academy joined on 1 April 2017.

The Directors act as the Trustees for the charitable activities of Trust and are also the Directors of the Charitable Company for the purposes of company law.

The Charitable Company is known as Fairfax Multi Academy Trust (FMAT).

Details of the Directors who served throughout the year, except as noted, are included in the Reference and Administration Details on page 2 of this document.

b. 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 they cease to be a Member.

c. Directors' indemnities

In accordance with normal commercial practice, the Trust has purchased insurance to protect Directors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides cover up to £10,000,000 on any one claim.

d. Method of recruitment and appointment or election of Directors

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

The number of Directors shall be not less than three but (unless otherwise determined by ordinary resolution) shall not be subjected to any maximum.

Subject to Articles of Association 48-49 and 64, the Trust shall have the following Directors:

- a. up to five Directors appointed under Article 50;
- b. up to three Academy Directors appointed under Article 51;
- c. a minimum of two Parent Directors if appointed under Articles 53-56D.

Directors are appointed for a four-year period. Subject to remaining eligible to be a particular type of Director, any Director can be re-appointed or re-elected.

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

Structure, governance and management (continued)

When appointing new Directors, the Trust will consider the skills and experience mix of existing Directors in order to ensure that the necessary skills required are available to contribute fully to the Trust's development.

e. Policies adopted for the induction and training of Directors

The training and induction provided for new Directors will depend upon their existing experience but would always include online training modules, a tour of an Academy and a chance to meet staff and students. All Directors also receive:

- Introduction to Governance in a Multi-Academy Trust.
- Face to face training on the FMAT Guide to Governance
- Updated KCSiE training
- Safeguarding training
- Risk management training
- Academy data and performance training
- Mechanisms of external scrutiny

All Directors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and the Trust's Governance Booklet. As part of the recruitment process prospective Director's complete a skills audit, as a result, the induction of newly appointed Directors is tailored specifically to the individual. Internal training is provided by the Director of Education annually, with external advice or support provided where necessary or when requested.

The Trust is a member of the National Governors' Association and through this body each member receives regular updates on current legislation by email and via the NGA portal. In addition, Directors have access to advice, training and support from the Confederation of the Schools Trust. Additional training is provided as required based on individual or collective need. External advice and support are commissioned where necessary.

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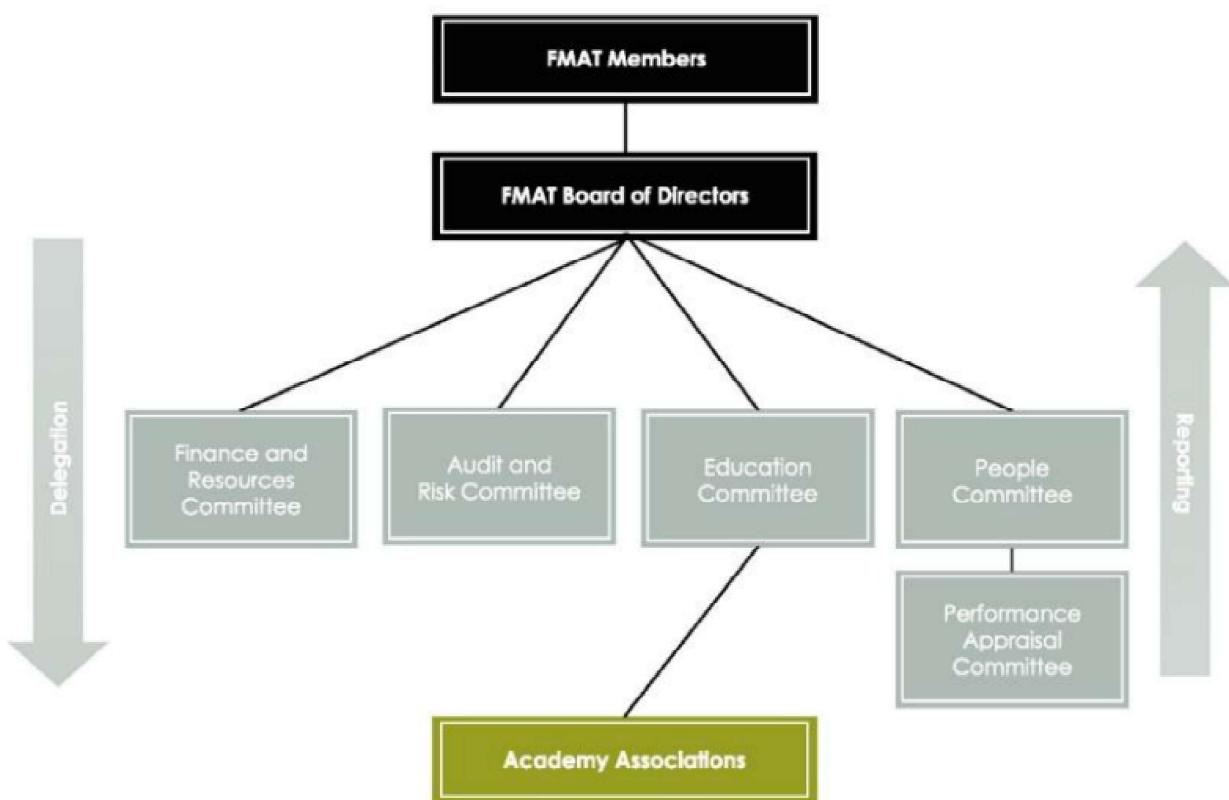
DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Structure, governance and management (continued)

f. Organisational structure

The Trust has established a clear organisational structure with identified lines of accountability and reporting for all of its operations. This includes defining the responsibilities of the Trust Board and those responsibilities delegated to its committees and officers within the Trust.

The diagram below sets out the governance structure of Fairfax Multi-Academy Trust (FMAT) and its committees.



The responsibilities of the FMAT Board and its committees are set out in the Trust's Scheme of Delegation. Decisions reserved for the Trust Board are set out in the Scheme of Reservation. The Trust Board has agreed terms of reference for each committee. The different roles and responsibilities of Trustees and Company Officers are laid out in the scheme of delegation. The scheme makes it clear how methods of escalation operate between officers, committees, and the Trust Board and on what matters committees are required to make recommendations or provide advice to the Board.

The Trust Board is comprised of non-executive directors, is responsible for the overall strategic directions of the Trust and holding the executive to account for delivering agreed priorities.

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

Structure, governance and management (continued)

Specific responsibilities include:

- priority setting and ratification of new projects
- holding the executive to account for the delivery of strategic objectives and the overall performance of the Trust and its academies through receiving regular performance data and analysis
- appointment, appraisal, discipline, and dismissal of the Chief Executive Officer
- setting the Executive Team pay and remuneration
- approval of the annual budget, medium-term financial plans, the Trust's Business Plans and risk management policy
- approval of the Trust's annual report and statutory accounts receiving the annual management letter and governance report of the External Auditor and agreement of proposed action
- continuous appraisal of the affairs of FMAT and its Academies
- consideration of the Trust's overall performance, including financial performance
- approval of statutory policies
- safeguarding (incorporating PREVENT) and receiving assurance from the executive that such policies are being implemented
- requiring and receiving the declaration of Board members' interest that may conflict with those of the Trust and determining the extent to which that member may remain involved with the matter under consideration and maintaining a register(s) of pecuniary interests for Board members, Academy Associates and staff

Finance and Resources Committee

The main purpose of the Finance and Resource Committee is to assist in the decision making of the Trust Board, by enabling more detailed consideration of the Trust's / individual Academy's planning, control and monitoring of finances and resources. This includes making recommendations to the Trust Board in relation to annual budgets, medium term financial plans, financial policy, budget monitoring etc.

Audit and Risk Committee

The Audit Committee provides independent advice and assurance to the Trust Board primarily in relation to matters of probity, propriety and the effective stewardship of public funds. A key input to the committee is external assurance.

Specific responsibilities of the Audit and Risk Committee include:

- considering the appointment of the external auditor, assessing their independence, and reviewing their management letter and management's response
- reviewing the Trust's procedures for handling allegations from whistle-blowers and allegations of fraud, bribery, and corruption
- reviewing and challenging the actions and judgements of management, in relation to the annual financial statements before submission to the Board of Directors.
- reviewing the adequacy and effectiveness of the Trust's governance, risk management and internal control arrangements, as well as its arrangements for securing value for money.
- Overseeing the implementation of a risk management culture and processes within the Trust.

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

Structure, governance and management (continued)

People Committee

The People Committee considers the workforce aspects of the Trust, their specific responsibilities include:

- receiving proposals regarding policies on performance and pay
- monitoring and evaluation of the performance of the Chief Executive Officer
- advising on the strategic planning of the Trust's human assets, including the investment programme to ensure that all staff are developed to support realisation of the Trust's mission and values.

Education Committee

The Education Committee provides assurance to the Trust Board in relation to the education performance of the Trust's academies. The Committee responsibilities include monitoring:

- the performance of individual academies, and the whole Trust, against agreed KPIs
- the quality of leadership in each academy to account for academic performance, quality of SEND provision, quality of teaching, exclusions, and pupil attendance
- school development plans and progress made against targets for all academies within the Trust
- any Ofsted or DfE inspection reports
- the effective use of SEND, Pupil and Sport Premium funding by the Trust as a whole and by academies individually
- pupil progress for the Trust and for each academy
- assurance to the Board that changes to national legislation about curriculum, examination, SEND and report to parents are being effectively implemented across the Trust
- Monitoring the performance of the Academy Associations in the discharge of their specific responsibilities.

Academy Associations

Each academy within the Trust has an Academy Association that provides oversight at a local level. The remit and terms of reference are established by the Trust board. The have responsibilities which include:

- Supporting and challenging the Principal of Academy on key performance matters (KPIs) as determined by the Chief Executive Officer
- Providing local intelligence to the Executive on matters of safeguarding, SEND provision, Pupil Premium and Careers Provision
- Supporting and challenging leaders on specific development areas as identified by the Trust Board
- Ensuring the values of the Trust are reflected in leaders' plans to provide opportunities for all students to participate in and be enriched by activities that prepare them to contribute positively to society when they leave school
- Reviewing and supporting the academy's strategy for income generation through pupil recruitment
- Supporting on any permanent exclusions within the trust
- Engaging with wider academy activities as a means of monitoring overall quality

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DIRECTORS' REPORT (CONTINUED)
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Structure, governance and management (continued)

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

The pay and remuneration of the Executive team within the Trust is a transparent process which takes place annually.

The CEO's remuneration is considered by a remuneration working party. The Chair of Board, Chair of the People Committee and one other Director review the performance of the CEO and recommend new targets and objectives for the forthcoming academic year. Benchmarking of salary nationally is taken into consideration and suggestions are made for ratification by the Board.

The CEO of the Trust, reviews and sets Performance Targets of the Executive Team (Director of Education, and Chief Operating Officer). Where relevant, dependent on outcomes and performance, the Senior Manager is then given a one or two-point increment within their designated range. The CEO will then take his recommendations to the Pay Appraisal Committee for ratification and approval. Where the Senior Manager is on a spot salary the CEO will then take his recommendations to the Board of Directors for ratification and approval.

h. Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the year	3
Full-time equivalent employee number	3

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time	£
Total cost of facility time	6,340
Total pay bill	24,403,786
Percentage of total pay bill spent on facility time	0.03 %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
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i. Related parties and other connected charities and organisations

There are no related parties that either control or significantly influence the decisions and operations of the Trust. There are no sponsors associated with the Academy.

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DIRECTORS' REPORT (CONTINUED)
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Structure, governance and management (continued)

j. Engagement with employees (including disabled persons)

The Trust has a trade union recognition agreement with the recognised trade unions in place and an established Trust-wide joint consultation committee which meets regularly to discuss matters of mutual interest. At Trust level, meetings are held termly with the relevant representatives of the recognised trade unions; at an academy level, meetings are held half termly with the relevant representatives of the recognised trade unions.

During employment, the Trust seeks to work with all employees, irrespective of disability or otherwise and considering their personal circumstances, to ensure appropriate training, development and opportunities are available to them to reach their full potential. It is the Trust's policy that the training, career development and promotion opportunities of disabled persons should, as far as possible, be identical to that of other employees.

Exit interviews are in place and upward feedback is provided, as necessary.

The Trust operates several policies (which apply to teaching and support staff) in relation to all aspects of personnel matters, e.g.:

- Health & Safety Policy
- Pay Policy
- Appraisal Policy
- Sickness Absence Management Policy
- Special Leave Policy
- Staff Code of Conduct
- Flexible Working Policy

k. Engagement with suppliers, customers and others in a business relationship with the trust

A core value of the trust is an adherence to paying all suppliers within agreed terms.

The directors commit to maximising the resources used in servicing the needs of its pupils to the highest possible standard. In addition to this full engagement with parents, guardians and the local communities is a key aim of the Trust with the view to building successful, long term relationships.

Both the directors and the key personnel work closely and collaboratively with the Local Authorities to ensure that there is a shared strategy that is mutually beneficial to all parties. Similarly, directors and leaders of the Trust work hard to establish and maintain good relationships with the Regional Schools Commissioner, the DfE.

Objectives and activities

a. Objects and aims

The principal object and activity of the Trust is to advance, for the public benefit, education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing their associated Academies, offering a broad and balanced curriculum.

b. Objectives, strategies and activities

The Board of Directors have worked with the executive team and set the three year (2023-26) strategic aims and objectives to support FMAT's ongoing improvement journey.

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DIRECTORS' REPORT (CONTINUED)
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Objectives and activities (continued)

STRATEGIC AIM DESCRIPTION	AREAS OF FOCUS
STRATEGIC AIM REF SA01	<p>High quality and inclusive education is delivered for all.</p> <ol style="list-style-type: none">1. All academies are at least Ofsted rated 'Good'.2. There is a safe and vigilant culture of safeguarding evident across the Trust.3. The clear CSI model (Challenge, Support, Intervention) of school improvement delivers positive impact at all settings.4. An effective and high-quality curriculum meets the needs of students, is in place and is being delivered.5. High quality and effective teaching, using relevant assessments, is in place, in all settings.6. All students receive high-quality pastoral care.7. Students exhibit the characteristics of high-quality behaviour and attitudes in all academic settings.8. Each member of the School Improvement Team has evidenced positive impact on student outcomes, each year, across the Trust.
STRATEGIC AIM REF SA02	<p>Highly skilled, motivated and well-trained staff fulfil all roles within the Trust</p> <ol style="list-style-type: none">1. Through efficient and effective recruitment strategies, high calibre people work for, and govern, our Trust.2. Onboarding and Induction Programmes will be consistent and effective.3. Professional Development is available for employees and Governors, leading to a highly skilled workforce.4. A positive culture of performance management development motivates all staff.5. Succession plans are in place for all key roles across the Trust.6. All staff and governors are appropriately rewarded, listened to, supported, and valued.7. The HR function delivers services in line with the Core Offer.8. HR policies and processes consider and implement safeguarding responsibilities.
STRATEGIC AIM REF SA03	<p>High quality and impactful governance exist within all levels of the Trust</p> <ol style="list-style-type: none">1. All staff and Governors within the Trust understand and can articulate their role within Governance.2. The Trust Governance processes are understood and implemented in all settings.3. There is a safe and vigilant culture of safeguarding evident across the Trust.4. The Trust Board and Academy Associations have sufficient resources to provide high-quality support and challenge.5. A strong culture of risk management has led to its use in all key decision making.6. All statutory and contractual obligations are met.7. All Trust policies are adhered to by everyone.8. Stakeholder voice is used to support key decision making.9. The Trust's civic responsibility has been defined, understood, and implemented.

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

Objectives and activities (continued)

STRATEGIC AIM DESCRIPTION	AREAS OF FOCUS
SA04 STRATEGIC AIM REF:	<p>Effective financial management of the Trust ensures both compliance and VFM.</p> <ol style="list-style-type: none">1. The financial strategy supports the aims of the Trust.2. Academies have sufficient resources to successfully deliver high-quality education for all students.3. All staff and governors comply with all financial regulations and processes outlined in the FMAT Trust Handbook.4. An effective internal and external audit programme is in place providing adequate assurance.5. Financial reporting is robust, timely and fit for purpose.6. Streamlined procurement processes that provide value for money are embedded.7. An income generation strategy has delivered additional revenue for the benefit of our students.
SA05 STRATEGIC AIM REF:	<p>Effective centrally led functions ensure high quality professional standards are delivered in all areas of Trust operations</p> <ol style="list-style-type: none">1. An effective operating model is in place, understood by all staff and Governors, and is embedded.2. The Core Offer document is used, understood, and followed by relevant stakeholders.3. Effective leadership ensures that the Core Offer expectations are delivered.4. Internal controls, policies, procedures, and practices are in place and adhered to by all staff and Governors.5. The positive impact of central operations in all settings can be clearly evidenced.6. Our Vision and Values are embedded and acted upon by every stakeholder, creating a positive culture.7. A strong local and regional reputation is achieved through effective marketing.8. Positive engagement with all stakeholders is achieved through effective Trust communications.
SA06 STRATEGIC AIM REF:	<p>Aligned Trust wide systems and processes deliver high quality professional expectations, VFM and eliminate unnecessary workload</p> <ol style="list-style-type: none">1. Integrated planning and reporting are in place.2. Trust systems and processes ensure the accurate and timely flow of all information.3. The Trust system framework is mapped, integrated where possible, and fit for purpose.4. Cyber Essentials is achieved.5. The IT infrastructure plan has been delivered and meets the needs of all stakeholders.6. Business continuity and disaster recovery plans are in place for each setting, tested annually and fit for purpose.7. A culture of high levels of professionalism across the Trust challenges and supports all stakeholders to be the best that they can be.

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

Objectives and activities (continued)

c. Public benefit

The Directors confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Trusts aims and objectives and in planning its future activities.

The Trusts Academies provide facilities for recreational and other leisure time occupation for the community at large, in the interests of social welfare and with the interest of improving the life of the said community.

Strategic report

Achievements and performance

a. Key performance indicators

As a Trust, from Academy and Principal level, through Executive and Board level, the Trust looks at a number of performance indicators, including educational, financial and staffing.

These include but are not limited to;

- Examination results, including progress and attainment scores.
- The improvement of our individual academies throughout the year.
- Student pastoral metrics, including absence, punctuality, suspensions, PA rates.
- Internal Academy Reviews led and delivered by the Central Team.
- Ofsted outcomes.
- The management of the budget and performance against budget.

Each establishment monitors its budget against allocations that constitute their key financial performance indicators for each financial year. These categories include employee costs, environmental costs, educational / non-educational supplies, professional services etc enabling any variations in spending against budgets to be identified and addressed.

Additionally, schools benchmark costs across the Trust to ensure best value and where appropriate will aim to purchase collaboratively to achieve economies of scale. Further comparisons can be seen within the financial report where spends in the reporting year are shown against previous year's spends.

Below are the current Ofsted ratings for each academy across the Trust:

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

Strategic report (continued)

Achievements and performance (continued)

	Bournville School	Erdington Academy	Fairfax	Smith's Wood Academy
Date of Last Inspection	12 th March 2024	18 th April 2023	21 st May 2024	7 th March 2023
Ofsted Rating on Joining:	3 Requires Improvement	3 Requires improvement	2 Good	4 Inadequate
Previous Ofsted Rating:	3 Requires improvement	3 Requires improvement	2 Good	3 Requires improvement
Current Ofsted Rating:	3 Requires Improvement	2 Good	2 Good	4 Inadequate
Quality of education:	3 Requires Improvement	2 Good	2 Good	4 Inadequate
Behaviour and attitudes:	3 Requires Improvement	2 Good	2 Good	4 Inadequate
Personal development:	2 Good	2 Good	1 Outstanding	4 Inadequate
Leadership and management:	2 Good	2 Good	1 Outstanding	4 Inadequate
Early years provision:	2 Good			
Sixth form provision:			2 Good	
Monitoring Visit:	N/A	N/A	N/A	12 th March 2025 Progress being made to improve work. Safeguarding now effective)

b. Going concern

After making appropriate enquiries, the Board of Directors has a reasonable expectation that the Trust has adequate resources to continue in operational existence.

For this reason, it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

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DIRECTORS' REPORT (CONTINUED)
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Strategic report (continued)

Achievements and performance (continued)

c. Promoting the success of the company

In addition to providing financial, governance and staffing stability, key successes have included:

Promoting the success of the company

In addition to providing financial, governance and staffing stability, key successes have included:

Educational Outcomes

Ofsted Monitoring

- Regular Ofsted monitoring visits have confirmed that the Trust is taking effective action towards the removal of special measures at Smith's Wood Academy.

Student Attendance

- Student attendance across the Trust in 2025 increased by 1.6%, compared to a national average increase of 0.5%, demonstrating strong engagement and effective attendance strategies.

Key Stage Outcomes

- KS5: Record outcomes for the academy in 2025, exceptionally strong compared to national data.
- KS4: Attainment 8 across the Trust rose by 5%, while nationally this figure remained static.
- KS2: Outcomes reached record levels for the Trust, reflecting sustained improvement in primary education.

Energy Efficiency and Sustainability

- Embedded decarbonisation projects across the estate by replacing existing lighting with LED technology, reducing energy consumption and costs.
- Installed photovoltaic (PV) systems across multiple sites to further enhance energy efficiency and reduce reliance on non-renewable energy sources.

Digital Transformation and Operational Efficiency

- Increased use of Microsoft Teams and other digital platforms to reduce unnecessary travel, delivering savings in cost and time while reducing environmental impact.

Procurement and Contract Management

- Continued participation in group purchasing consortia and government-approved frameworks to secure competitive pricing and improved service levels.
- Negotiated group-wide contracts as individual academy agreements expired, achieving economies of scale and driving down costs.

Employee Engagement and Sustainability

- Introduced salary sacrifice schemes for electric vehicles and cycle-to-work initiatives, supporting staff wellbeing and contributing to the Trust's decarbonisation objectives.

Estates Management and Compliance

- Applied the Good Estate Management for Schools (GEMS) principles to ensure strategic, efficient, and compliant management of the Trust's estate.
- Completed a comprehensive condition survey across all sites to identify priority maintenance needs, inform long-term capital planning, and optimise investment decisions.

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DIRECTORS' REPORT (CONTINUED)
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Strategic report (continued)

Achievements and performance (continued)

Leadership and Professional Development

- Comprehensive programmes remain embedded across the Trust, ensuring sustained growth in leadership capacity and professional expertise.

Investment in Infrastructure

- Continued investment in Trust-wide infrastructure, including technology integration, devices, and audio-visual enhancements, supports innovative teaching and learning environments.

Recruitment and Retention

- Recruitment succession rates have reached record levels, exceeding 80%, while staff retention remains exceptionally strong, significantly outperforming national averages.

Staff Absence

- Staff absence rates remain well below national benchmarks.

Financial Resilience

- Despite exceptional increases in pay and non-pay costs, the three-year financial forecast demonstrates year-on-year balanced budgets, reflecting prudent planning and robust financial management.

Staff Survey

- Almost 90% of the entire Trust workforce are confident and positive that their teams work collaboratively to improve the lives of students, ensuring delivery of the Trust's mission.
- Over 90% of staff state they enjoy their work and are proud to work for the Trust.

Internal Scrutiny Programme has also positively reported on:

1. Data Retention
2. Procurement
3. Health & Safety

S172(1) statement

The directors act in good faith in making decisions from which the expected outcomes are considered to be most likely to promote the success of the Trust for the benefit of its pupils. In performing their duties, the directors make good faith assessments of the potential consequence on various stakeholders of any decisions that are made. In this, the directors have a regard to the following:

- the likely consequences of any decision in the long term
- the interests of the trust's employees
- the need to foster the trust's business relationships with suppliers, customers and others
- the impact of the trust's operations on the community and the environment
- the desirability of the trust maintaining a reputation for high standards of business conduct
- the need to act fairly as between members of the trust.

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

Strategic report (continued)

Achievements and performance (continued)

d. Financial Review

Most of the Trusts income is obtained from the DfE in the form of recurrent grants; the use of which is restricted to educational activities. The grants received from the DfE during the year ending 31 August 2024 and the associated expenditure is shown as Restricted Funds in the Statement of Financial Activities.

During the year ending 31 August 2025, total expenditure of £33,389,320 (2024: £32,926,959), excluding depreciation, was covered by recurrent grant funding from the DfE, excluding capital income, together with other incoming resources of £34,421,344 (2024: £33,401,103). The surplus of income over expenditure for the year (excluding restricted fixed asset funds and after transfers) was £243,996 (2024: £474,144).

At 31 August 2025 the net book value of fixed assets was £70,197,726 (2024: £70,642,186) and movements in tangible fixed assets are shown in note 14 to the financial statements. The assets were used exclusively for providing education and the associated support services to the students of the Trust.

a. Reserves policy

The Board of Directors has determined that the appropriate level of free reserves should be equivalent to between 5%-10% of total revenue. The reason for this is to provide sufficient working capital to enable the Trust to manage its cash flow efficiently thus to cover delays between spending and receipt of grants, to manage annual variations in student numbers and to provide a cushion to deal with unexpected emergencies.

The Trusts free reserve level at the 31 August 2025 is £3,152,718 (2024: £2,908,722) and the value of 10% of total revenue is £3,476,512 (2024: £3,350,369). The variance between free reserves held and 5%-10% of total revenue will be spent on school improvement activities for our students using risk analysis to assess academic priorities, estates and IT infrastructure improvements, such as decarbonisation strategies.

b. Investment policy

Directors are committed to ensuring that all funds under their control are managed in such a way as to maximise return whilst minimising risk. Any cash not required for operating expenses is placed on deposit, at the most favorable rate available, from providers covered by the Financial Services Compensation Scheme. Day to day management of the surplus funds is delegated to the Chief Executive Office and Chief Operating Officer.

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

c. Principal risks and uncertainties

The principal risks and uncertainties facing the Trust are as follows:

Financial - the Trust has considerable reliance on continued Government funding through the DfE. In the last year 98% of the Trust's incoming resources was ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

Failures in Governance and/or Management - the risk in this area arises from potential failure to effectively manage the Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Directors continue to review and ensure that appropriate measures are in place to mitigate these risks.

Reputational - the continuing success of the Trust's academies is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk, Directors ensure that student success and achievement are closely monitored and reviewed.

Safeguarding and Child Protection - the Directors continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline. Safeguarding reviews are commissioned and undertaken in all Trust academies on a regular basis. A report identifying areas of improvement is compiled by the Director of Education specifying timeframes for completion.

Staffing - the success of the Trust is reliant on the quality of its staff; the Board of Directors and Academy Associations monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

Estates management - the Trust uses the DfE guidance 'Good Estate Management for Schools (GEMS)' to effectively manage our estates and keep our buildings in good condition for our students and staff.

Using GEMS, the Trust plans and prioritises maintenance works to encourage sustainability and manage the delivery of estate projects, the tools used to achieve this are:

- Estates Strategy
- Condition surveys
- Asset Management Plans

The Trust operates estates and health & safety

Fraud and Mismanagement of Funds - The Trust has actioned their Auditors to carry out checks on financial systems and records as recommended by the Academy Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

The Trust has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. A risk register is maintained, reviewed and updated.

Fundraising

The academy trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees

FAIRFAX MULTI ACADEMY TRUST
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DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Streamlined energy and carbon reporting

The Academy's greenhouse gas emissions and energy consumption are as follows:

	2025	2024
Energy consumption used to calculate emissions (kWh)	7,373,042	5,764,901
Scope 1 emissions (in tonnes of CO2 equivalent):		
Gas consumption	1,010.97	751.23
Owned transport	39.41	1.19
Total scope 1	1,050.38	752.42
Scope 2 emissions (in tonnes of CO2 equivalent):		
Purchased electricity	262.30	337.18
Scope 3 emissions (in tonnes of CO2 equivalent):		
Business travel in employee-owned or rental vehicles	3.76	5.29
Total gross emissions (in tonnes of CO2 equivalent):	1,316.44	1,094.89
Intensity ratio:		
Tonnes of CO2 equivalent per pupil	0.33	0.29

Quantification and Reporting Methodology

This report (including the Scope 1, 2 and 3 kWh consumption and CO2e emissions data) has been developed and calculated using the GHG Protocol – A Corporate Accounting and Reporting Standard (World Resources Institute and World Business Council for Sustainable Development, 2004); Greenhouse Gas Protocol – Scope 2 Guidance (World Resources Institute, 2015); ISO 14064-1 and ISO 14064-2 (ISO, 2018; ISO, 2019); Environmental Reporting Guidelines: Including Streamlined Energy and Carbon Reporting Guidance (HM Government, 2019).

Government Emissions Factor Database 2025 version 1.0 has been used, utilising the published kWh gross Calorific Value (CV) and kgCO2e emissions factors relevant for the reporting period 01/09/2024 – 31/08/2025.

Estimations were undertaken to cover missing billing periods for properties directly invoiced to Fairfax Multi Academy Trust. These were calculated on a kWh/day pro-rata basis at the meter level for one gas and one electricity supply.

All estimations equated to 0.05% of reported consumption.

Intensity measurement

The intensity measure we are using as a trust assessed the Tonnes of CO2e level per pupil

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

Streamlined energy and carbon reporting (continued)

Measures planned to improve energy efficiency in the next 12 months

Solar Panel Installations

Fairfax has installed solar panel arrays in 3 of its main schools. These include Bournville School, Fairfax School and Erdington School. This initiative has contributed to a decrease in grid-supplied electricity (Scope 2) consumption and emissions.

LED Lighting Installations

Fairfax completed comprehensive LED lighting upgrades across several of its schools. These LED lighting installations helped to reduce electricity consumption and emissions.

Measures To Be Addressed In FY2026

Application for Government funding to improve the heating system

Fairfax have applied for Government funding to improve the heating system. This initiative aims to reduce the consumption of natural gas in the business's daily operations and to lower carbon emissions.

Plans for future periods

A full review of the future strategic aims has been carried out and approved by the Board of Directors.

A full summary of the three-year strategic plan is provided Objectives, Strategies and Activities section of this report (page 9).

Funds held as custodian on behalf of others

The Trust acts as an agent in distributing bursary funds and grants from the DfE and other government bodies. Payments received and subsequent disbursements to students are excluded from the statement of financial activities, as the Trust does not have control over the charitable application of the funds. In some instances, the Trust can use a % of the allocation towards its own administration costs and this is recognised in the statement of financial activities.

Disclosure of information to auditor

In so far as the Directors are aware:

- There is no relevant audit information of which the Charitable Company's auditor is unaware; and
- The Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

FAIRFAX MULTI ACADEMY TRUST
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DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Auditor

The auditors, Crowe LLP, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

The Directors' report, incorporating a strategic report, was approved by order of the Board of Directors, as the company directors, on 9 December 2025 and signed on its behalf by:



Mr A Best
Chair of the Board of Directors

FAIRFAX MULTI ACADEMY TRUST
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GOVERNANCE STATEMENT

Scope of responsibility

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

The Board of Directors has delegated the day-to-day responsibility to the Chief Executive Officer, as Accounting Officer, for ensuring financial controls conform to 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 Fairfax Multi Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Directors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Directors' Report and in the Statement of Trustees' Responsibilities.

Attendance during the year at meetings of the board of trustees was as follows:

Director	Meetings attended	Out of a possible
Mr A Best, Chair	4	5
Mrs C Dalzell	3	5
Ms K Bloor, Chair	5	5
Mr M Bolshaw	4	5
Mr B Cooper	3	5
Mr S Jones - CEO, Chief Executive	5	5
Mr S Sheppard	4	5
Mr R Veys	3	5
Ms J Charlton	3	5
Mr N Philpott	4	5
Mr A Crees	5	5
Mr D Rajania	3	3

For 2024-25 there have been five Trust Board meetings. The Trust Board maintained effective oversight of funds with fewer than the six recommended meetings as follows:

- A 2024-25 budget revision exercise was undertaken and approved in June 2025
- Internal scrutiny programme was completed in 2023-24 and findings and outcomes reported to the Board in June 2025
- Each month financial monitoring reports were issued to the Board
- The Directors of the Finance and Resource Committee have specific delegated responsibilities to review the Trust's budget position against the Trust's reserves.

FMAT remains committed to maintaining the highest standards of governance. The most recent external governance review was completed in 2023-24, providing assurance that the Trust's structures, processes, and oversight arrangements are robust and aligned with best practice. The findings of that review have been acted upon, with recommendations implemented to further strengthen governance effectiveness.

In line with our governance cycle, the next external review is scheduled for 2025-26. This planned review will provide an updated independent assessment of governance arrangements, ensuring continued transparency, accountability, and compliance with regulatory expectations.

FAIRFAX MULTI ACADEMY TRUST
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Conflicts of interest

The Trust publish on the websites the relevant business and pecuniary interests of Members, Directors, local governors, and AO.

The Board ensure requirements for managing related party transactions are applied across the Trust. The Chair of the Board and the Accounting Officer ensure control and influence does not conflict with these requirements. They manage personal relationships with related parties to avoid both real and perceived conflicts of interest, promoting integrity and openness in accordance with the seven principles of public life.

The Trust keep sufficient records, and make sufficient disclosures in their annual accounts, to show that transactions with these parties, and all other related parties, have been conducted in accordance with the high standards of accountability and transparency required within the public sector.

Meetings

The Finance and Resource Committee is a sub-committee of the Board of Directors. Its purpose is to provide oversight, guidance and assistance to the Board of Directors on all matters relating to finance, resources, procurement (including VFM), IT and estates management.

Attendance in the year was as follows:

Director	Meetings attended	Out of a possible
Mr S Sheppard (Chair)	3	5
Mr M Bolshaw	5	5
Mr B Cooper	3	5
Mr S Jones	5	5
Mr R Veys	4	5
Mr D Rajania	2	2
Mr A Crees	5	5

The Audit and Risk committee is a sub-committee of the Board of Directors. Its purpose is to maintain an oversight of the Trust's governance, risk management, internal control and health and safety.

Attendance in the year was as follows:

Director	Meetings attended	Out of a possible
Mr M Bolshaw (Chair)	5	5
Mr B Cooper	3	5
Mr S Sheppard	3	5
Mr R Veys	3	5
Mr S Jones	5	5
Mr A Crees	5	5

FAIRFAX MULTI ACADEMY TRUST
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GOVERNANCE STATEMENT (CONTINUED)

Review of value for money

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

The Accounting Officer considers how the Trust's use of its resources has provided good value for money during each academic year and reports to the Board of Directors where improvements can be made, including the use of benchmarking data where appropriate.

During the year, the Accounting Officer for the Trust has delivered improved value for money through the following actions:

- Energy Efficiency and Sustainability Initiatives
 - Completed decarbonisation projects across the estate by replacing existing lighting with LED technology, reducing energy consumption and costs.
 - Undertook a competitive tender process for the installation of photovoltaic (PV) systems across multiple sites to further enhance energy efficiency and reduce reliance on non-renewable energy sources.
- Digital Transformation and Operational Efficiency
 - Increased use of Microsoft Teams and other digital platforms to reduce unnecessary travel, delivering savings in cost and time while reducing environmental impact.
- Procurement and Contract Management
 - Continued participation in group purchasing consortia and government-approved frameworks to secure competitive pricing and improved service levels.
 - Negotiated group-wide contracts as individual academy agreements expired, achieving economies of scale and driving down costs.
- Employee Engagement and Sustainability
 - Introduced salary sacrifice schemes for electric vehicles and cycle-to-work initiatives, supporting staff wellbeing and contributing to the Trust's decarbonisation objectives.
- Estates Management and Compliance
 - Applied the Good Estate Management for Schools (GEMS) principles to ensure strategic, efficient, and compliant management of the Trust's estate.
 - Completed a comprehensive condition survey across all sites to identify priority maintenance needs, inform long-term capital planning, and optimise investment decisions.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Fairfax Multi Academy Trust for the period 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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GOVERNANCE STATEMENT (CONTINUED)

The purpose of the system of internal control (continued)

Capacity to handle risk

The Board of Directors has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Directors is of the view that there is a formal on-going process for identifying, evaluating and managing the academy Trust's significant risks that has been in place for the period 1 September 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 Directors.

The risk and control framework

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Directors
- 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
- Delegation of authority and segregation of duties
- Identification and management of risks

The Board of Directors has considered the need for a specific internal audit function and appointed Beever and Struthers to carry out the agreed assurance and scrutiny programme in order to provide financial scrutiny and deliver assurances. A schedule of objects and areas for the assurance and scrutiny programme is agreed by the Audit and Risk Committee. On completion of the assurance and scrutiny programme, a report is submitted to the Audit and Risk Committee to review and where necessary, report back any matters arising to the Board of Directors.

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

- Student Attendance
- Student Exclusions and Suspensions
- Financial and Pupil Number Forecasting

FAIRFAX MULTI ACADEMY TRUST
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GOVERNANCE STATEMENT (CONTINUED)

Review of effectiveness

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

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

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

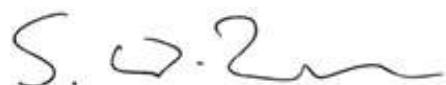
Conclusion

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

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



Mr A Best
Chair of the Board of Directors
Date: 9 December 2025



Mr S Jones
Accounting Officer

FAIRFAX MULTI ACADEMY TRUST
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STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of the Trust, I have considered my responsibilities to notify the Trusts Board of Directors and the Department for Education of material irregularity, impropriety and non-compliance with DfE terms and conditions of funding, under the funding agreement in place between the Academy Trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook.

I confirm that the Trusts' Board of Directors are able to identify any material irregularity or improper use of funds by the Trust, or material non-compliance with the terms of funding under the Academy Trusts' funding agreement and the Academies Financial Handbook.

I confirm that no instances of material irregularity, impropriety or non-compliance have been discovered to date.



Mr S Jones
Accounting Officer
Date: 9 December 2025

FAIRFAX MULTI ACADEMY TRUST
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STATEMENT OF DIRECTORS' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2025

The Directors (who act as trustees for charitable activities of Fairfax Multi-Academy Trust Limited and are also the Directors of the charitable company for the purposes of company law) are responsible for preparing the Directors' report and the financial statements in accordance with the Annual Accounts Requirements issued by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under company law, the Directors 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 Directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles of the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on an ongoing concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

The Directors 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 Directors and signed on its behalf by:



Mr A Best
Chair of the Board of Directors
Date: 9 December 2025

FAIRFAX MULTI ACADEMY TRUST
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
FAIRFAX MULTI ACADEMY TRUST**

Opinion

We have audited the financial statements of Fairfax Multi Academy Trust (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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Academy in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

FAIRFAX MULTI ACADEMY TRUST
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
FAIRFAX MULTI ACADEMY TRUST (CONTINUED)**

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Directors 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 Directors' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Directors' 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 Directors' 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 Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Statement of directors' responsibilities, the Directors (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 Directors 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 Directors 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 Directors either intend to liquidate the Academy or to cease operations, or have no realistic alternative but to do so.

FAIRFAX MULTI ACADEMY TRUST
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
FAIRFAX MULTI ACADEMY TRUST (CONTINUED)**

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

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

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

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

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquire of the Governors and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be in the following areas: the override of controls by management, including posting of unusual journals; inappropriate treatment of non-routine transactions and areas of estimation uncertainty.

Our audit procedures to respond to these risks included enquiries of management and the Board about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Department for Education, and reading minutes of meetings of those charged with governance.

We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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

FAIRFAX MULTI ACADEMY TRUST
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
FAIRFAX MULTI ACADEMY TRUST (CONTINUED)**

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



Matt Doyle-Healey (Senior statutory auditor)

for and on behalf of

Crowe U.K. LLP

Statutory Auditor

Black Country House

Rounds Green Road

Oldbury

West Midlands

B69 2DG

Date: 16 December 2025

FAIRFAX MULTI ACADEMY TRUST
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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO FAIRFAX
MULTI ACADEMY TRUST AND THE SECRETARY OF STATE FOR EDUCATION**

In accordance with the terms of our engagement letter dated 20 August 2025 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Fairfax Multi Academy Trust 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 Fairfax Multi Academy Trust 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 Fairfax Multi Academy Trust 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 Fairfax Multi Academy Trust and the Secretary of State for Education, for our work, for this report, or for the conclusion we have formed.

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

The accounting officer is responsible, under the requirements of Fairfax Multi Academy Trust's funding agreement with the Secretary of State for Education dated 8 June 2011 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.

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.

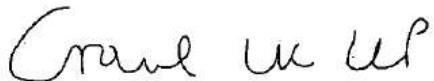
The work undertaken to draw to our conclusion includes a review of the design and implementation of the Academy's internal controls and review processes on regularity, supported by detailed tests on samples of costs incurred by the academy and specific transactions identified from our review.

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO FAIRFAX
MULTI ACADEMY TRUST AND THE SECRETARY OF STATE FOR EDUCATION (CONTINUED)**

Conclusion

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



Crowe U.K. LLP

Reporting Accountant

Black Country House
Rounds Green Road
Oldbury
West Midlands
B69 2DG

Date: 16 December 2025

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:						
Donations and capital grants	3	-	-	173,860	173,860	125,946
Other trading activities	5	169,916	-	-	169,916	138,605
Investments		146,210	-	-	146,210	82,388
Charitable activities	4	414,188	33,860,946	-	34,275,134	33,156,752
Total income		730,314	33,860,946	173,860	34,765,120	33,503,691
Expenditure on:						
Raising funds		97,429	-	-	97,429	79,438
Charitable activities	7	282,185	33,009,706	1,176,550	34,468,441	33,927,807
Total expenditure		379,614	33,009,706	1,176,550	34,565,870	34,007,245
Net income/(expenditure)		350,700	851,240	(1,002,690)	199,250	(503,554)
Transfers between funds	19	-	(563,944)	563,944	-	-
Net movement in funds before other recognised gains/(losses) carried forward		350,700	287,296	(438,746)	199,250	(503,554)

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

	Note	Unrestricted funds 2025	Restricted funds 2025	Restricted fixed asset funds 2025	Total funds 2025	Total funds 2024
		£	£	£	£	£
Net movement in funds before other recognised gains/(losses) brought forward		350,700	287,296	(438,746)	199,250	(503,554)
Other recognised gains/(losses):						
Actuarial gains on defined benefit pension schemes	26	-	4,533,000	-	4,533,000	840,000
Derecognition of pension asset	26	-	(4,927,000)	-	(4,927,000)	(811,000)
Net movement in funds		350,700	(106,704)	(438,746)	(194,750)	(474,554)
Reconciliation of funds:						
Total funds brought forward		2,584,074	324,648	70,649,632	73,558,354	74,032,908
Net movement in funds		350,700	(106,704)	(438,746)	(194,750)	(474,554)
Total funds carried forward		2,934,774	217,944	70,210,886	73,363,604	73,558,354

The notes on pages 39 to 69 form part of these financial statements.

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 07661164

BALANCE SHEET
AS AT 31 AUGUST 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	14	70,197,726	70,642,186
Current assets			
Debtors	15	961,515	913,660
Investments	16	3,722,478	3,500,000
Cash at bank and in hand		2,205,489	2,057,385
		<hr/> 6,889,482	<hr/> 6,471,045
Current liabilities			
Creditors: amounts falling due within one year	17	(3,648,042)	(3,459,546)
Net current assets		<hr/> 3,241,440	<hr/> 3,011,499
Total assets less current liabilities		<hr/> 73,439,166	<hr/> 73,653,685
Creditors: amounts falling due after more than one year	18	(75,562)	(95,331)
Total net assets		<hr/> 73,363,604	<hr/> 73,558,354

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 07661164

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2025

	Note	2025	2024
		£	£
Funds of the Academy			
Restricted funds:			
Fixed asset funds	19	70,210,886	70,649,632
Restricted income funds	19	217,944	324,648
Total restricted funds	19	70,428,830	70,974,280
Unrestricted income funds	19	2,934,774	2,584,074
Total funds		73,363,604	73,558,354

The financial statements on pages 34 to 69 were approved and authorised for issue by the Directors and are signed on their behalf, by:



Mr A Best
Chair of the Board of Directors
Date: 9 December 2025

The notes on pages 39 to 69 form part of these financial statements.

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	21	398,872	(1,716,675)
Cash flows from investing activities	23	(231,243)	(4,143,915)
Cash flows from financing activities	22	(19,525)	(127,818)
Change in cash and cash equivalents in the year		148,104	(5,988,408)
Cash and cash equivalents at the beginning of the year		2,057,385	8,045,793
Cash and cash equivalents at the end of the year	24, 25	2,205,489	2,057,385

The notes on pages 39 to 69 form part of these financial statements

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

1. Accounting policies

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

1.1 Basis of preparation of financial statements

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

The financial statements represent the financial results and financial position of Fairfax Multi Academy Trust ("the trust"), which comprised of the following member academies as at 31 August 2025:

Fairfax Academy
Bournville Academy
Smith's Wood Academy
Erdington Academy

1.2 Company Status

The Trust is a company limited by guarantee and is incorporated in England & Wales, registered number 07661164. The address of the registered office is Fairfax Academy, Fairfax Road, Sutton Coldfield, West Midlands, B75 7JT. The members of the company are named in the reference and administration pages. In the event of the trust being wound up, the liability in respect of the guarantee is limited to £10 per member of the Trust.

1.3 Going concern

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

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.4 Income

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

• Grants

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

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

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

• Donations

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

• Other income

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

• Donated goods, facilities and services

The value of donated services and gifts in kind provided to the trust are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the charitable company can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of financial activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the trust's accounting policies.

1.5 Expenditure

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

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.5 Expenditure (continued)

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.

1.6 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.

1.7 Taxation

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

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

1.8 Tangible fixed assets

Assets costing £3,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.8 Tangible fixed assets (continued)

Depreciation is provided on the following bases:

Freehold property	- 2% Straight Line
Long-term leasehold property	- 125 years Straight Line
Leasehold property	- 50 years straight line
Furniture and equipment	- 10-20% Straight Line
Computer equipment	- 10-33% Straight Line

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.

1.9 Investments

Current asset investments include other short term deposits held separately to cash required for immediate working capital requirements. These are held in line with the Trust's investment policy.

1.10 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.

1.11 Liabilities and provisions

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

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

1. Accounting policies (continued)

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 15. 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.

1.13 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 Directors.

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.

1.14 Operating leases

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

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.15 Pensions

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

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

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

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

1.16 Agency arrangements

The Academy trust acts as an agent in distributing bursary funds and grants from the DfE and other government bodies. Payments received and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. In some instances the trust can use a % of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 30.

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

2. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

The Academy trust makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a 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 asset values are reported using estimated asset allocations prepared by the scheme Actuary. The asset value is calculated at each triennial valuation. Thereafter it is rolled forward to accounting dates using investment returns, contributions received and benefits paid out. During each annual reporting period between triennial valuations, asset returns are estimated using 11 months of market experience and one month of extrapolation being assumed.

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

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

3. Income from donations and capital grants

	Unrestricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £
DfE capital grants	-	83,160	83,160
Other capital grants	-	90,700	90,700
Total 2025	-	173,860	173,860

	Unrestricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Donations	23,358	-	23,358
DfE capital grants	-	102,588	102,588
<i>Total 2024</i>	<i>23,358</i>	<i>102,588</i>	<i>125,946</i>

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

4. Funding for the Academy's charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Funding for educational operations			
DfE grants			
General annual grant	-	27,209,954	27,209,954
Other DfE grants			
Pupil premium	-	1,798,740	1,798,740
Teachers pension grant	-	671,671	671,671
16-19 funding	-	1,338,965	1,338,965
Core schools grant	-	1,017,695	1,017,695
Other DfE grants	-	498,973	498,973
	<hr/>	<hr/>	<hr/>
	-	32,535,998	32,535,998
Other Government grants			
Local authority grants	-	1,324,948	1,324,948
Other income from the Academy's funding for educational operations	414,188	-	414,188
	<hr/>	<hr/>	<hr/>
	414,188	33,860,946	34,275,134
	<hr/>	<hr/>	<hr/>

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

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

	<i>Unrestricted funds 2024</i> £	<i>Restricted funds 2024</i> £	<i>Total funds 2024</i> £
Funding for educational operations			
DfE grants			
General annual grant	-	26,581,282	26,581,282
Other DfE grants			
Pupil premium	-	1,805,543	1,805,543
Teachers pension grant	-	313,291	313,291
16-19 funding	-	1,433,949	1,433,949
Mainstream school grant	-	1,095,595	1,095,595
Other DfE grants	-	709,998	709,998
	<hr/>	<hr/>	<hr/>
	-	31,939,658	31,939,658
Other Government grants			
Local authority grants	-	888,765	888,765
Other income from the Academy's funding for educational operations	328,329	-	328,329
	<hr/>	<hr/>	<hr/>
	328,329	32,828,423	33,156,752
	<hr/>	<hr/>	<hr/>

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

5. Income from other trading activities

	Unrestricted funds 2025 £	Total funds 2025 £
Other trading income	169,916	169,916

	Unrestricted funds 2024 £	Total funds 2024 £
Other trading income	138,605	138,605

6. Expenditure

	Staff Costs 2025 £	Premises 2025 £	Other 2025 £	Total 2025 £
Expenditure on fundraising trading activities:				
Direct costs	38,415	52,820	6,194	97,429
Funding for educational operations:				
Direct costs	21,605,182	1,176,549	2,679,507	25,461,238
Allocated support costs	3,776,549	1,715,117	3,515,537	9,007,203
	25,420,146	2,944,486	6,201,238	34,565,870

FAIRFAX MULTI ACADEMY TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

6. Expenditure (continued)

	Staff Costs 2024 £	Premises 2024 £	Other 2024 £	Total 2024 £
Expenditure on fundraising/trading activities:				
Direct costs	31,070	42,721	5,647	79,438
Funding for educational operations:				
Direct costs	20,348,364	1,080,286	2,616,624	24,045,274
Allocated support costs	3,794,271	2,423,854	3,664,408	9,882,533
	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
	24,173,705	3,546,861	6,286,679	34,007,245

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Funding for educational operations	282,185	34,186,256	34,468,441
<hr/> <hr/> <hr/>			

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Funding for educational operations	228,505	33,699,302	33,927,807
<hr/> <hr/> <hr/>			

FAIRFAX MULTI ACADEMY TRUST
(A company limited by guarantee)

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

8. Analysis of expenditure by activities

	Activities undertaken directly 2025	Support costs 2025	Total funds 2025
	£	£	£
Funding for educational operations	25,461,238	9,007,203	34,468,441

	Activities undertaken directly 2024	Support costs 2024	Total funds 2024
	£	£	£
Funding for educational operations	24,045,274	9,882,533	33,927,807

Analysis of support costs

	Total funds 2025	Total funds 2024
	£	£
Staff costs	3,776,549	3,794,271
Technology costs	562,070	797,344
Other costs	1,692,991	1,771,326
Premises expenses	1,715,116	2,423,854
PFI contract	1,148,962	983,019
Legal and professional	51,242	64,307
Governance	60,273	48,412
	<hr/> 9,007,203 <hr/>	<hr/> 9,882,533 <hr/>

Included within governance costs are any costs associated with the strategic management of the Trust's activities. These costs will include any employee benefits for trusteeship, the cost of Trust employees involved in meetings with Trustees, the cost of any administrative support provided to the Trustees, and costs relating to constitutional and statutory requirements including audit and preparation of statutory accounts.

FAIRFAX MULTI ACADEMY TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2025 £	2024 £
Operating lease rentals	430,271	492,165
Depreciation of tangible fixed assets	1,176,550	1,080,286
Fees payable to the Academy's auditor and its associates for the audit of the Academy's annual accounts	27,500	26,500
Fees payable to the Academy's auditor and its associates in respect of:		
- other services	5,200	5,000
	<hr/> <hr/>	<hr/> <hr/>

10. Central services

No central services were provided by the Academy to its academies during the year as GAG pooling has been applied since 1 September 2017.

11. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2025 £	2024 £
Wages and salaries	18,412,326	17,418,530
Social security costs	2,120,922	1,871,237
Pension costs	4,229,698	3,814,691
	<hr/>	<hr/>
Agency staff costs	653,198	1,069,247
Staff restructuring costs	4,002	-
	<hr/>	<hr/>
	25,420,146	24,173,705
	<hr/> <hr/>	<hr/> <hr/>

Staff restructuring costs comprise:

	2025 £	2024 £
Redundancy payments	4,002	-
	<hr/>	<hr/>

FAIRFAX MULTI ACADEMY TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

11. Staff (continued)

b. Severance payments

The Academy paid 3 severance payments in the year (2024 - *Nil*), disclosed in the following bands:

	2025 No.	2024 No.
£0 - £25,000	3	-

c. Special staff severance payments

There were no (2024 - *Nil*) non-statutory/non-contractual severance payments during the year (2024: *£Nil*).

d. Staff numbers

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

	2025 No.	2024 No.
Teachers	208	204
Support staff	212	205
Management	32	44
	452	453

e. Higher paid staff

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

	2025 No.	2024 No.
In the band £60,001 - £70,000	35	29
In the band £70,001 - £80,000	18	7
In the band £80,001 - £90,000	5	4
In the band £90,001 - £100,000	1	2
In the band £100,001 - £110,000	2	-
In the band £110,001 - £120,000	2	3
In the band £120,001 - £130,000	3	1
In the band £150,001 - £160,000	-	1
In the band £160,000 - £170,000	1	-

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

11. Staff (continued)

f. Key management personnel

The key management personnel of the Academy comprise the Executive Leadership Team and the Senior Management Group 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 £564,556 (2024: £529,172).

12. Directors' remuneration and expenses

One or more Directors has been paid remuneration or has received other benefits from an employment with the Academy. The principal and other staff Directors 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 Directors' remuneration and other benefits was as follows:

		2025	2024
		£	£
Mr S Jones	Remuneration	165,000 - 170,000	155,000 - 160,000
	Pension contributions paid	45,000 - 50,000	40,000 - 45,000

During the year ended 31 August 2025, travel expenses totalling £1,181 were reimbursed or paid directly to 4 Directors (2024 - £793).

13. Directors' and Officers' insurance

The academy trust has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects directors 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 directors and officers indemnity element from the overall cost of the RPA scheme. The cost of this insurance is included in the total insurance cost.

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

14. Tangible fixed assets

	Freehold property £	Long-term leasehold land and property £	Furniture and equipment £	Plant and equipment £	Assets under construction £	Total £
Cost or valuation						
At 1 September 2024	35,589,947	40,937,498	1,565,000	1,649,824	459,345	80,201,614
Additions	-	-	265,259	466,831	-	732,090
Transfers between classes	450,220	-	9,125	-	(459,345)	-
At 31 August 2025	36,040,167	40,937,498	1,839,384	2,116,655	-	80,933,704
Depreciation						
At 1 September 2024	4,928,318	2,444,559	959,037	1,227,514	-	9,559,428
Charge for the year	528,902	324,504	145,187	177,957	-	1,176,550
At 31 August 2025	5,457,220	2,769,063	1,104,224	1,405,471	-	10,735,978
Net book value						
At 31 August 2025	30,582,947	38,168,435	735,160	711,184	-	70,197,726
At 31 August 2024	30,661,629	38,492,939	605,963	422,310	459,345	70,642,186

Freehold land of £10,180,628 (2024: £10,180,628) is included within Freehold property and is not depreciated.

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

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FOR THE YEAR ENDED 31 AUGUST 2025

15. Debtors

	2025 £	2024 £
Trade debtors	45,636	8,355
Other debtors	242,602	439,076
Prepayments and accrued income	673,277	466,229
	961,515	913,660
	=====	=====

16. Current asset investments

	2025 £	2024 £
Cash investments held	3,722,478	3,500,000
	=====	=====

17. Creditors: Amounts falling due within one year

	2025 £	2024 £
Salix loans	18,182	17,938
Trade creditors	22,087	737
Other taxation and social security	492,741	443,192
Other creditors	670,754	738,394
Accruals and deferred income	2,444,278	2,259,285
	3,648,042	3,459,546
	=====	=====

	2025 £	2024 £
Deferred income at 1 September 2024	223,607	58,417
Resources deferred during the year	167,332	223,607
Amounts released from previous periods	(223,607)	(58,417)
	167,332	223,607
	=====	=====

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NOTES TO THE FINANCIAL STATEMENTS
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18. Creditors: Amounts falling due after more than one year

	2025 £	2024 £
Salix loans	75,562	95,331
	=====	=====

The loans totalling £93,744 are Salix loans which were agreed as part of the CIF applications. The four loans originally totalled £118,749. Two loans are interest free originally totalling £47,518, unsecured and repayable in equal monthly instalments which total £2,970 over a period up to 8 years to 2029. While, the remaining two loans originally totalling £71,231 attract an interest rate of 2.03%, unsecured and repayable in equal monthly instalments £742 over a period up to 8 years to 2030.

19. Statement of funds

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2025 £
Unrestricted funds						
General Funds - all funds	2,584,074	730,314	(379,614)	-	-	2,934,774
	=====	=====	=====	=====	=====	=====
Restricted general funds						
General Annual Grant (GAG)	324,648	27,209,954	(26,752,714)	(563,944)	-	217,944
Other LA grants	-	1,324,948	(1,324,948)	-	-	-
Pupil Premium	-	1,798,740	(1,798,740)	-	-	-
Teachers pension grant	-	671,671	(671,671)	-	-	-
16-19 funding	-	1,338,965	(1,338,965)	-	-	-
Core schools grant	-	1,017,695	(1,017,695)	-	-	-
Other DfE grants	-	498,973	(498,973)	-	-	-
Pension reserve	-	-	394,000	-	(394,000)	-
	324,648	33,860,946	(33,009,706)	(563,944)	(394,000)	217,944
	=====	=====	=====	=====	=====	=====

FAIRFAX MULTI ACADEMY TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

19. Statement of funds (continued)

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2025 £
Restricted fixed asset funds						
General asset funds	70,642,186	-	(1,176,550)	732,090	-	70,197,726
DfE capital grant	-	83,160	-	(70,000)	-	13,160
Other capital grants	-	90,700	-	(90,700)	-	-
Capital improvement fund grant	7,446	-	-	(7,446)	-	-
	70,649,632	173,860	(1,176,550)	563,944	-	70,210,886
Total Restricted funds	70,974,280	34,034,806	(34,186,256)	-	(394,000)	70,428,830
Total funds	73,558,354	34,765,120	(34,565,870)	-	(394,000)	73,363,604

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

19. Statement of funds (continued)

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

The restricted fixed asset income is provided for specific capital projects.

The restricted income funds are subject to specific expenditure within the Charitable Company's declared objectives.

Transfers between funds relate to amounts expended on fixed assets from GAG and restricted expenditure in excess of restricted income.

Other gains and losses relates to the actuarial gain for the year on the Local Government Pension Scheme.

Included within Restricted Fixed Assets fund is £Nil (2024: £7,446) of unspent income from the Conditional Improvement Fund Grant awarded and recognised in full in income during the previous year. This unspent income was repaid to the DfE during the year. In addition, there is also £13,160 (2024: £Nil) of unspent income in relation to the DfE devolved formula capital grant.

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

19. Statement of funds (continued)

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

	<i>Balance at 1 September 2023</i> £	<i>Income</i> £	<i>Expenditure</i> £	<i>Transfers in/out</i> £	<i>Gains/ (Losses)</i> £	<i>Balance at 31 August 2024</i> £
Unrestricted funds						
General Funds - all funds	2,319,337	572,680	(307,943)	-	-	2,584,074
Restricted general funds						
General Annual Grant (GAG)	772,040	26,581,282	(26,415,522)	(613,152)	-	324,648
Other LA grants	-	1,408,886	(1,408,886)	-	-	-
Pupil Premium	-	1,805,543	(1,805,543)	-	-	-
16-19 funding	-	1,433,949	(1,433,949)	-	-	-
Mainstream schools additional grant	-	709,998	(709,998)	-	-	-
Other DfE grants	-	1,408,886	(1,408,886)	-	-	-
Designated reserve	224,353	-	(224,353)	-	-	-
Pension reserve	(297,000)	-	268,000	-	29,000	-
	699,393	33,348,544	(33,139,137)	(613,152)	29,000	324,648

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

	<i>Balance at 1 September 2023</i> £	<i>Income</i> £	<i>Expenditure</i> £	<i>Transfers in/out</i> £	<i>Gains/ (Losses)</i> £	<i>Balance at 31 August 2024</i> £
Restricted fixed asset funds						
General asset funds	70,893,581	-	(1,080,286)	828,891	-	70,642,186
Capital improvement fund grant	64,399	-	-	(56,953)	-	7,446
DfE devolved formula capital grant	56,198	102,588	-	(158,786)	-	-
	<hr/> 71,014,178	<hr/> 102,588	<hr/> (1,080,286)	<hr/> 613,152	<hr/> -	<hr/> 70,649,632
Total Restricted funds	71,713,571	33,451,132	(34,219,423)	-	29,000	70,974,280
Total funds	74,032,908	34,023,812	(34,527,366)	-	29,000	73,558,354

20. Analysis of net assets between funds

Analysis of net assets between funds - current year

	<i>Unrestricted funds 2025</i> £	<i>Restricted funds 2025</i> £	<i>Restricted fixed asset funds 2025</i> £	<i>Total funds 2025</i> £
Tangible fixed assets	-	-	70,197,726	70,197,726
Current assets	2,934,774	3,941,548	13,160	6,889,482
Creditors due within one year	-	(3,648,042)	-	(3,648,042)
Creditors due in more than one year	-	(75,562)	-	(75,562)
Total	2,934,774	217,944	70,210,886	73,363,604

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NOTES TO THE FINANCIAL STATEMENTS
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20. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	70,642,186	70,642,186
Current assets	2,584,074	3,879,525	7,446	6,471,045
Creditors due within one year	-	(3,459,546)	-	(3,459,546)
Creditors due in more than one year	-	(95,331)	-	(95,331)
Total	2,584,074	324,648	70,649,632	73,558,354

21. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2025 £	2024 £
Net income/(expenditure) for the year (as per Statement of financial activities)	199,250	(503,554)
Adjustments for:		
Interest receivable	(146,210)	(82,388)
Depreciation charges	1,176,550	1,080,286
Capital grants from DfE and other capital income	(173,860)	(102,588)
Defined benefit pension scheme cost less contributions payable	(345,000)	(277,000)
Defined benefit pension scheme finance (credit)/cost	(49,000)	9,000
Decrease in debtors	42,845	200,917
Increase/(Decrease) in creditors	(305,703)	(2,041,348)
Net cash provided by/(used in) operating activities	398,872	(1,716,675)

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NOTES TO THE FINANCIAL STATEMENTS
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22. Cash flows from financing activities

	2025 £	2024 £
Repayments of loans	(19,525)	(127,818)
Net cash used in financing activities	(19,525)	(127,818)
	=====	=====

23. Cash flows from investing activities

	2025 £	2024 £
Interest received	146,210	82,388
Purchase of tangible fixed assets	(238,135)	(828,891)
Amount invested into short term deposits	(222,478)	(3,500,000)
Capital grants from DfE Group	83,160	102,588
Net cash used in investing activities	(231,243)	(4,143,915)
	=====	=====

24. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand and at bank	2,205,489	2,057,385
	=====	=====

25. Analysis of changes in net debt

	At 1 September 2024 £	Cash flows £	Other non- cash changes £	At 31 August 2025 £
Cash at bank and in hand	2,057,385	148,104	-	2,205,489
Loans due within 1 year	(17,938)	19,525	(19,769)	(18,182)
Loans due after 1 year	(95,331)	-	19,769	(75,562)
	=====	=====	=====	=====
	1,944,116	167,629	-	2,111,745
	=====	=====	=====	=====

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

26. Pension commitments

The Academy Trusts 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 West Midlands Pension Fund. 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 £494,275 were payable to the schemes at 31 August 2025 (2024 - £466,724) 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 teachers in academy trusts. 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.

Valuation of the Teachers' Pension Scheme

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

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

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

The result of this valuation was implemented on 1 April 2024. The next valuation result is due to be implemented from 1 April 2027.

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26. Pension commitments (continued)

The employer's pension costs paid to TPS in the year amounted to £3,268,751 (2024 - £2,773,221).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/-/media/documents/member/documents/factors/valuation/tps-ew-2020-valuation-results-report-261023-002.ashx>).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £1,791,000 (2024 - £1,678,000), of which employer's contributions totalled £1,420,000 (2024 - £1,332,000) and employees' contributions totalled £371,000 (2024 - £346,000). The agreed contribution rates for future years are 21 per cent for employers and between 5.5 and 12.5 per cent for employees.

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

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of an academy trust 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 <https://www.gov.uk/government/publications/academies-and-local-government-pension-scheme-liabilities/dfe-local-government-pension-scheme-guarantee-for-academy-trusts>

We have been made aware that if any clients have a DB pension scheme in their accounts, we need to consider the addition of the below into the pensions note:

The Company is aware of the 2023 ruling in the Virgin Media vs NTL Pension Trustee case and subsequent court of appeal ruling published in July 2024. These ruled that certain amendments made to the NTL Pension Plan were invalid because they were not accompanied by the correct actuarial confirmation.

There remains significant uncertainty as to whether the judgements will result in additional liabilities for UK pension schemes and it is possible that the Department of Work & Pensions will introduce legislation to allow changes to be certified retrospectively.

The Trustees have no reason to believe that any changes to the scheme did not have the correct actuarial confirmation but a detailed review has not been carried out. As a result, the Company has not reflected any potential additional liabilities in its pension disclosures.

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26. Pension commitments (continued)

Principal actuarial assumptions

	2025	2024
	%	%
Rate of increase in salaries	3.70	3.65
Rate of increase for pensions in payment/inflation	2.70	2.65
Discount rate for scheme liabilities	6.05	5.00

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

	2025	2024
	Years	Years
<i>Retiring today</i>		
Males	19.0	18.8
Females	23.2	23.2
<i>Retiring in 20 years</i>		
Males	21.7	21.4
Females	24.8	24.8

Sensitivity analysis

	2025	2024
	£000	£000
Discount rate +0.1%	19,703	22,029
Discount rate -0.1%	20,525	23,013
Mortality assumption - 1 year increase	20,918	23,421
Mortality assumption - 1 year decrease	19,310	21,621
CPI rate +0.1%	20,518	23,013
CPI rate -0.1%	19,710	22,029

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26. Pension commitments (continued)

Share of scheme assets

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

	At 31 August 2025	At 31 August 2024
	£	£
Equities	13,184,000	12,133,000
Gilts	9,824,000	8,166,000
Property	1,551,000	1,400,000
Cash and other liquid assets	1,293,000	1,633,000
Derecognition of surplus	(5,738,000)	(811,000)
Total market value of assets	20,114,000	22,521,000

The actual return on scheme assets was £1,196,000 (2024 - £1,088,000).

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

	2025	2024
	£	£
Current service cost	1,075,000	1,055,000
Net Interest (credit)/cost	(49,000)	9,000
Total amount recognised in the Statement of Financial Activities	1,026,000	1,064,000

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

	2025	2024
	£	£
At 1 September	22,521,000	20,638,000
Current service cost	1,075,000	1,055,000
Interest cost	1,149,000	1,097,000
Employee contributions	371,000	346,000
Actuarial gains	(4,535,000)	(128,000)
Benefits paid	(467,000)	(487,000)
At 31 August	20,114,000	22,521,000

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NOTES TO THE FINANCIAL STATEMENTS
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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 £
At 1 September	22,521,000	20,341,000
Interest income	1,198,000	1,088,000
Actuarial (losses)/gains	(2,000)	712,000
Employer contributions	1,420,000	1,332,000
Employee contributions	371,000	346,000
Benefits paid	(467,000)	(487,000)
Derecognition of surplus	(4,927,000)	(811,000)
At 31 August	20,114,000	22,521,000

27. Long-term commitments, including operating leases

a. Operating leases

At 31 August 2025 the total of the Academy's future minimum lease payments under non-cancellable operating leases was:

	2025 £	2024 £
Amounts due within one year	18,006	79,900
Amounts due between one and five years	6,401	24,406
	24,407	104,306

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NOTES TO THE FINANCIAL STATEMENTS
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27. Long-term commitments, including operating leases (continued)

b. Other contractual commitments

At 31 August 2025 the total of the Academy's future minimum lease payments under other contractual commitments was:

	2025 £	2024 £
Amounts due within one year	412,265	412,265
Amounts due between one and five years	1,649,060	1,649,060
Amounts due after five years	2,061,325	2,473,590
	4,122,650	4,534,915

The charitable company is committed to funding payments under the PFI Scheme for Smith's Wood Academy. The annual cost of the PFI contract fluctuates with RPI and is approximately £778,000. Annual funding is received from the DfE towards these costs of which £547,962 was received in the year to 31 August 2025 (2024: £500,321).

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.

29. Related party transactions

Owing to the nature of the Academy and the composition of the Board of Directors being drawn from local public and private sector organisations, transactions may take place with organisations in which the directors 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 related party transactions took place in the period of account, other than certain Trustees' remuneration and expenses already disclosed in note 12.

30. Agency arrangements

The Academy distributes bursary funds to students as an agent for the DfE. In the accounting period ending 31 August 2025 the trust received £34,530 (2024: £24,672) and disbursed £10,849 (2024: £5,461) from the fund, which includes a 5% admin fee. An amount of £53,067 (2024: £29,386), after the deduction of £Nil (2024: £50,000) unspent amounts being recouped by DfE is included in other creditors relating to undistributed funds.