

Talent Education Trust Annual Report & Accounts



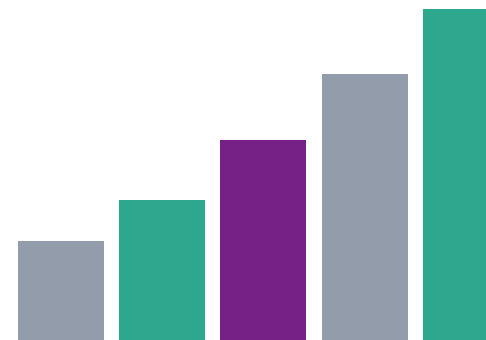
For the year ended
31st August 2023

Company number:
10036154.

Prepared by
Trust Board

Table Of Content

	Page
Reference and Administrative Details	1
Trustees' Report	2 - 11
Governance Statement	12 - 14
Statement on Regularity, Propriety and Compliance	15
Statement of Trustees' Responsibilities	16
Independent Auditors' Report on the Financial Statements	17 - 19
Independent Reporting Accountant's Report on Regularity	20 - 21
Statement of Financial Activities Incorporating Income and Expenditure Account	22
Balance Sheet	23 - 24
Statement of Cash Flows	25
Notes to the Financial Statements	26 - 46



Reference and Administrative Details



Members

Mark Hunt
Emily Beere
Gonçalo Caetano Alves
Carlos Abrunhosa

Trustees

Regina Duarte
Christopher Toyé
Bernard Stillwell
Rachel Martin
Ana Silva
Georgina De Costa
Patrick Rebuschat
Pedro Xavier
Catia Verguete (resigned 14/06/2023)

Accounting Officer

Marta Correia

Chief Financial Officer

Mike Giddings

Independent Auditors

Internal Auditors: TIAA Ltd
External Auditors: Folkes Worton

Bankers

Lloyds Bank Plc
Keens House
Andover
SP10 1RE

Solicitors

Michelmores LLP Woodwater
House Pynes Hill Exeter EX2
5WR

VWV Solicitors (October
2023)

24 King William Street
London
EC4R 9AT

Company Name

Talent Education Trust

Company Registration

Number

10086652

Company Registered

Address

C/O Mlg Education Services Limited
Unit 7 Home Farm Courtyard, Meriden
Road, Coventry, CV7 7SHnd Registered
Office

Trustees' Report



TRUSTEES' REPORT



STRUCTURE, GOVERNANCE & MANAGEMENT

Talent Education Trust (TET) is a single academy trust which brings together highly experienced practitioners in both the state and independent sectors to establish and oversee outstanding primary provision. TET was established in 2015 to oversee the development of a nurturing language immersive primary school for families who had expressed significant interest in the social, cultural, and cognitive benefits of bilingual education. The Talent Education Trust continues to be supported by the Camões Institute, the Portuguese Embassy in London, and the Portuguese Ministry of Education. As with all free schools, APSoL is state-funded and run on a not-for-profit basis. The Trustees present their annual report together with the Financial Statements and Auditors' Report of Talent Education Trust '(the Academy Trust)' for the period 1st September 2021 to 31st August 2022. The Annual Report serves the purp



CONSTITUTION

The Academy Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust. The Trustees of Talent Education Trust Limited are also the Directors of the Charitable Company for the purposes of Company Law. The Charitable Company is known as Talent Education Trust Limited. Details of Trustees who served throughout the year are included in the Reference and Administrative Details on page 1.



MEMBERS' LIABILITY

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

TRUSTEES INDEMNITIES

The Academy Trust has opted into the Department of Education's Risk Protection Arrangement ('RPA'), an alternative to insurance where UK government funds cover losses that arise. The scheme protects Members, Trustees and the Local Academy Boards from claims arising from negligent acts, errors or omissions occurring whilst on Academy Trust business. The scheme provides unlimited cover.

Trustees' Report



METHOD OF RECRUITMENT & APPOINTMENT OF TRUSTEES

Trustees are appointed by advertising through Academy Ambassadors, by virtue of their position on the Local Advisory Board as Chair and as a member of the Finance Committee, through local adverts and professional contacts.



POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

Trustees bring a variety of experience from a number of different backgrounds in not just education, but also industry and commerce. Where necessary, additional training will be provided on charity, educational, legal, safeguarding and financial matters. All Trustees are routinely involved with meetings, reports, plans and other information as necessary, to enable them to carry out their roles. Assistance and advice is always available from Academy Trust staff or professional advisors



ORGANISATIONAL STRUCTURE

The organisational structure consists of a Trust Board. The Trust Board take responsibility for all finance matters the monitoring of teaching, learning and safeguarding in their school. Full details can be found in the scheme of delegation on the Trust website. The Principal is responsible for the performance of the Trust, including teaching, learning and safeguarding



ARRANGEMENTS FOR SETTING PAY AND REMUNERATION OF KEY MANAGEMENT PERSONNEL

The Principal's pay is set by the Board of Trustees, using the guidance from the DfE and benchmarking information available for similar settings.



RELATED PARTIES AND OTHER CONNECTED CHARITIES AND ORGANISATIONS NGEMENTS FOR SETTING PAY AND REMUNERATION OF KEY MANAGEMENT PERSONNEL

The Academy Trust was established as a standalone company and does not have any external sponsors.

Trustees'

Report



OBJECTIVES AND ACTIVITIES

Objectives and Aims

Our mission at Talent Education Trust is to establish an excellent school for inquisitive pupils where they will learn in both English and Portuguese languages. We will work hand-in-hand with the Lusophone community in London to establish a school that reflects the values and culture of English and Portuguese-speaking communities and cultures around the world.

Talent Education Trust delivers a broad and balanced curriculum that offers pupils the opportunity to communicate fluently in two languages while also acquiring the skills necessary to cooperate, learn, and interact with each other and the world. We believe that all students can make better than expected progress and attain high standards if they learn in a high-quality bilingual environment with outstanding teaching and enrichment available in all subject areas. Our approach to bilingual teaching will include a strong multicultural dimension, including the history and geography of both England and Portugal, and the countries where these languages are spoken.

Talent Education Trust has been established on the following core principles:

1. **Excellent curriculum** Our curriculum will be broad and balanced and will meet the needs of all pupils, leading to high standards of academic achievement and personal development. Fun and engagement will be key elements of all our learning experiences. Further, we expect that Talent Education Trust will be judged by Ofsted as 'Good' or better in its first Ofsted review.
2. **Bilingualism** Students will have Portuguese lessons each day and will have at least two supplementary subjects taught in Portuguese: history and geography. We seek to advance the number of bilingual speakers in London and globally and to instil utmost respect for multiculturalism in a city where the number of newcomers is rising.
3. **Child-centred curriculum** We will support all of our pupils to participate fully in learning and success by meeting the needs of each individual to maximise their later-life outcomes as bilingual adults.
4. **Excellent teaching** Our fully qualified teachers have been selected for their commitment to child-centred, academic excellence and will encourage and support pupils at every opportunity, in order to meet the high levels of achievement that we have committed to in both English and Portuguese.

Trustees' Report



OBJECTIVES AND ACTIVITIES

Objectives and Aims

5. Strong community links Community engagement is one of our priorities, and this is demonstrated by our efforts in the pre-opening stage. We strive to become a centre of community for Lusophone speakers in London which welcomes all families, including those who do not speak Portuguese.

6. State-of-the-art facilities The school facilities have been designed to promote the collaborative spirit and foster friendships among pupils. We will take full advantage of and maintain the excellent school site on which Talent Education Trust is built to ensure that it remains functional and beautiful.

7. Homework We will ensure that all work sent home with students is purposeful and gives children the opportunity to share their learning experiences with their parents and carers.

8. Parent-friendly approach We understand that our students come from working families and we will be offering wraparound care at school. From Monday to Friday throughout term time, Breakfast Club will begin at 7:45am until school begins. After-School Club will run from the end of school until 6:00pm.

9. After-School Club We see after-school activities as co-curricular activities. They will complement what pupils are learning throughout the school day and will broaden their in-class learning experience, help them to achieve a higher level of thinking, and engage in activities which will help them to develop personally and socially.

10. Lusophone influence Community groups in the Lusophone community such as the Camões Institute have offered us unique access to supplementary materials beyond the normal range of resources, such as additional Portuguese teachers and musical instruments. These will be used throughout the curriculum and during enrichment times to supplement pupils' learning and language skills.

Trustees' Report



OBJECTIVES AND ACTIVITIES

The strategies for achieving these objectives and criteria to assess progress towards objectives were:

Quality of Education

Progress on curriculum:

School leadership have designed and implemented a curriculum across all subjects. The priorities for leadership are now to review and refine practices ensuring that consistency across the school is achieved as the school continues to grow.

Quality of teaching:

There are currently 3 full-time teachers (Rec-Y2), all teachers staying at APSoL next year. The school grows organically every year until our first Reception cohort (2020) reach Year 6 (2026). So we will appoint an experienced teacher to support the school with leadership requirements. Teaching standards remain high, with all the children entered for Year 1 Phonics screening passing. 3 children were disapplied due to entering Year 1 in-year with no English and not having had access to a full curriculum. Key Stage 1 SATS results were higher than National, pupil premium children performing very well. Key stage one was externally moderated by Wandsworth Council, all teacher assessment judgements correctly assessed. The school also had a successful Ofsted inspection, being graded Good in March 2023.

School improvement plan priorities 2023-24:

- Ensuring that reading remains a high priority for the school, fully in line with Reading Framework expectations.
- Prior knowledge and skills consistently revisited.
- Robust use of assessment in Early Years including a stronger focus communication and language development in EYs to ensure children achieve well from their baselines.
- Developing subject leaders
- Ensuring that the renovated building is fully equipped and well designed for purposeful learning.

Public Benefit

In setting the objectives and planning activities the Trustees have given careful consideration to ensuring compliance with the Charity Commission's general guidance on public benefit. The activities undertaken to further the Academy Trust's public benefit are:

- To provide bilingual education to all children attending, independent of their needs or language competency on entry

Trustees' Report

ACHIEVEMENTS & PERFORMANCE

Achievements and Performance:

Reception GLD 2023:

Total in cohort 28	All (27 assessed)	Boys (17)	Girls (10 assessed) (11 total)	SEND (5)	No English on entry (5 assessed) 6 in total	EAL (12 assessed) 13 in total	FSM/PP (5)
Total assessed: 27	28 total						
GLD	74% (20)	71% (12)	80% (8)	40% (2)	20% (1)	67% (8)	80% (4)
No GLD	26% (7)	29% (5)	20% (2)	60% (3)	80% (4)	33% (4)	20% (1)
Those who did not make GLD	3 No Eng 4 SEND	2 have no English 2 SEND	1 SEND 1 No Eng		Ch with no PT or EN on entry made GLD	Those who did not make GLD had no Eng on entry	1 SEND

Analysis:

This cohort has a greater number of boys than girls, however, girls are outperforming boys as there are more boys with SEND and new to English.

Out of the 7 children who did not make GLD, 4 are predicted to achieve KS1 Expectations by the end of Year 2 as they would have had sufficient time to acquire English.

5 children with no English on entry, 4/5 spoke Portuguese, 1 Russian. Portuguese speaking children relied on Portuguese from staff for communication.

EYFSP Benchmark (AOLs)

2023

URN/ Estab. Setting Name	Eligible	GLD ^{1,2}	Avg. No. Exp. ELGs ²	ACHIEVED EXPECTED									
				COM	PSE	PHY	Prime Goals	LIT	MAT	UTW	EXP	Specific Goals	All Goals
- NCER National	591,020	67.3%	14.1	79.8%	83.3%	85.2%	75.0%	69.8%	77.2%	80.3%	85.0%	67.1%	65.7%
- Local Authority	2,418	72.0%	14.6	81.1%	85.2%	86.7%	76.9%	75.9%	82.7%	83.3%	87.0%	72.9%	70.7%
2008 Anglo Portuguese School of London	27	74.1%	15.7	81.5%	96.3%	96.3%	81.5%	74.1%	96.3%	100.0%	100.0%	74.1%	74.1%

¹ Good level of development: pupil achieved at least expected in all Prime, LIT and MAT goals.

² Column unaffected by selected performance filter

Please consider that the national cohort for 2019 was approximately 650,000 pupils when determining the accuracy of national figures in this report.

Trustees' Report

ACHIEVEMENTS & PERFORMANCE

Achievements and Performance: Year 1 Phonics Screening 2023:

100% of the children who took the screening, passed. The 3 children who were disapplied, will take the assessment in year 2.

Total in cohort 19	All (16)	Boys (4 assessed)	Girls (12 assessed) (13 in total)	SEND (4 assessed) (5 in total)	No English on entry (2 assessed) (5 in total)	EAL (12 assessed) (15 in total)	PP (1)
Total assessed: 16	Passed	(6 in total)					
Passed	100% (16)	100% (4)	100% (12)	100% (4)	100% (2)	100% (12)	100% (1)
Disapplied In-year admission from BZ and RM – will retake in Y2	3 (no English)	2 (no English)	1 (No English)	1 (No English/SEND)	3 (No English on entry)	3 (No English/SEND on entry)	

Analysis:

3 children disapplied for the phonics screening 2023 are in-year admissions, meaning they joined at different points in year 1.

All children who have been with us since Reception, passed the phonics screening.

3 Children who did not make GLD in Reception, passed the phonics screening showing great progress.

Phonics Benchmark

2023

Estab. No.	Estab. Name	Cohort	No Score	Mark					APS	Outcome				
				0-15	16-23	24-31	32-36	37-40		Q	A	D	WT	WA
-	NCER National	626,500	2.8%	8.2%	4.4%	5.7%	30.3%	48.6%	33.0	0.0%	0.3%	2.5%	18.3%	78.9%
-	DFE Region - London	96,380	3.3%	7.6%	3.7%	4.6%	28.9%	51.9%	33.5	0.0%	0.3%	3.0%	15.9%	80.8%
-	Local Authority	2,486	3.8%	4.9%	3.8%	5.0%	29.8%	52.6%	34.4	0.0%	0.4%	3.5%	13.8%	82.4%
2008	Anglo Portuguese School of London	19	15.8%	0.0%	0.0%	0.0%	5.3%	78.9%	38.8	0.0%	0.0%	15.8%	0.0%	84.2%

Cohort: Current Year 1 pupils entered for phonics

The threshold mark to be working at or above the standard in phonics is 32

● Q = Maladministration | ● A = Absent | ● D = Disapplied | ● WT - Working towards standard | ● WA - Working at or above standard

Trustees' Report

Achievements and Performance:

Key Stage One Results 2023:

Total in cohort: 21	All EXP+	Boys (10) EXP+	Girls (11) EXP+	EAL (15) EXP+	PP (9) EXP+	SEND (2) EXP+
Reading	86% (18)	90% (9)	82% (9)	80% (12)	67% (6)	100% (2)
Writing	86% (18)	90% (9)	82% (9)	80% (12)	67% (6)	100% (2)
Maths	95% (20)	100% (10)	91% (10)	93% (14)	89% (8)	100% (2)
Science	100% (21)	100% (10)	100% (11)	100% (15)	100% (9)	100% (2)

Analysis:

The majority is EAL on entry, speaking a language other than English on entry.

One child with no English on entry, needs more time to be able to access the reading and writing requirements of KS1, but is attaining well across the curriculum.

Our SEND are performing at or above age related expectations. These 2 children are on the register due to the emotional/behavioural support they need in order to access the learning.

6 children did not make GLD in Reception 2021. 67% (4) of these children, have met KS1 expectations making good or better progress.

1 child in this cohort is receiving EWO support for attendance.

NCER KS1 Summary List

2023

Estab. No.	Establishment	Cohort **	READING			WRITING			MATHS			RWM*		RWMS*
			<EXS	≥EXS	GDS	<EXS	≥EXS	GDS	<EXS	≥EXS	GDS	≥EXS	GDS	≥EXS
-	NCER National	643,300	31.5%	68.3%	18.8%	39.7%	60.1%	8.2%	29.4%	70.4%	16.3%	56.0%	6.2%	55.7%
-	DfE Region - London	97,800	28.7%	71.1%	22.5%	35.3%	64.4%	12.0%	26.7%	73.1%	20.9%	60.7%	9.4%	60.4%
-	Local Authority	2,548	26.9%	73.0%	25.4%	31.8%	68.1%	11.4%	25.0%	74.9%	23.2%	63.4%	9.2%	63.2%
2008	Anglo Portuguese School of London	21	14.3%	85.7%	33.3%	14.3%	85.7%	28.6%	4.8%	95.2%	33.3%	85.7%	28.6%	85.7%

<EXS: Below expected standard (● Engagement Model, ● Pre-Key stage foundations, ● Not met/working toward expected standard)

≥EXS: Met or exceeding the expected standard (● Working at expected standard, ● Greater depth of expected standard)

GDS: ● Greater depth of expected standard

* Multi-subject indicators: Pupils working at respective standard in all respective subjects.

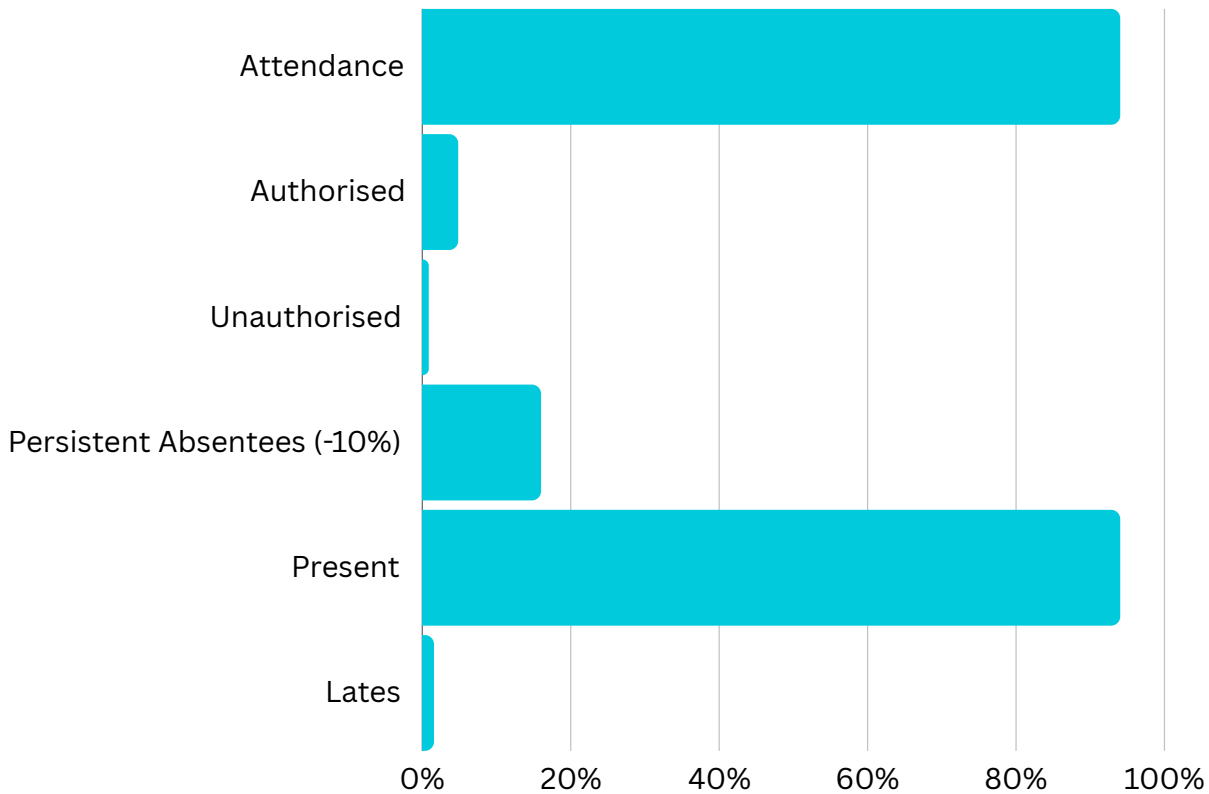
** Cohort: denominators used in percentage calculations may vary by subject.

- = value suppressed, negligible or unavailable.

Details of the LAs in your DfE Region can be found here: https://www.ncer.org/PublicResources/PublicDocuments/dfc_regions.pdf

NCER National based on 643,304 pupils in 16,473 schools from 153 LAs

Attendance Analysis



Talent Education Trust

Attendance analysis for Anglo-Portuguese School of London (APSOL):

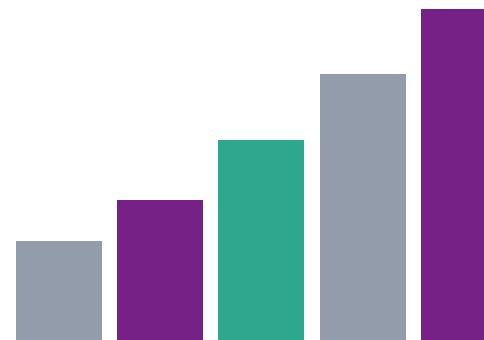
Overall attendance figure is improving as the cohorts get older. The % for 2022-23 was 94.04%

Early childhood illness is quite common in this age range.

APSOL only had young cohorts Reception-Year 2 in the year 2022-23

Pupil Premium attendance is in line with Non-Pupil Premium.

School Education Welfare Officer is notified of persistent absentees and will communicate with parents if attendance monitoring procedures do not indicate an improvement in the child's attendance.



Talent Education Trust Ofsted Inspections



School	School Type	Date	Grade
Anglo-Portuguese School of London	Free School Primary 4-11 years	28th March 2023	Good

Inspection of Anglo Portuguese School of London

25 Courthouse Way, London SW18 4QG

Inspection dates: 28 and 29 March 2023

Overall effectiveness	Good
The quality of education	Good
Behaviour and attitudes	Good
Personal development	Good
Leadership and management	Good
Early years provision	Good
Previous inspection grade	Not previously inspected under section 5 of the Education Act 2005

What is it like to attend this school?

Leaders want the very best for pupils in this school as it expands over the years. They have high expectations for all pupils, including those with special educational needs and/or disabilities (SEND). Pupils have positive attitudes and enjoy learning. They are confident that adults take care of them. Leaders help to keep pupils safe.

The school is calm. Pupils move around the school sensibly. They are polite and behave well in lessons. Pupils are proud to attend the school and work hard. They know to speak to an adult if they have any worries. Staff deal with any concerns swiftly.

Leaders ensure that pupils take part in a range of extra-curricular experiences. These include visiting an art gallery and a farm, and attending clubs that reflect pupils' interests. Leaders encourage pupils to take on responsibilities, for example as eco-school members, house captains and friendship buddies.

Leaders offer a well-structured curriculum supported with a comprehensive approach for pupils to learn the Portuguese language. It helps pupils' development in their speaking, listening and writing skills. Leaders involve parents and carers in their children's learning. This includes through a range of workshops to share pupils' learning experiences and celebrate their achievements.

What does the school do well and what does it need to do better?

The curriculum is ambitious and sequenced well. Leaders think carefully about the end goals they want pupils to achieve, including up to Year 6, although there are currently pupils up to Year 2 only. They review subject content regularly to ensure it builds progressively as the school expands. For example, in history, pupils learn about the chronology of significant historical events in the reign of kings and queens. Pupils produce work that they are proud of. However, sometimes, teaching does not revisit crucial knowledge and skills regularly. This limits pupils' subject-specific understanding on these occasions.

Teachers' subject knowledge is secure. They check and address misconceptions in pupils' understanding. Adults support pupils with SEND to access the full range of subjects within the curriculum. They adapt their teaching to address gaps in what pupils understand. Teachers use resources to help pupils deepen their understanding. For example, in mathematics, children in Reception used coloured sticks to complete and extend colour patterns. Teachers encourage children to use mathematical vocabulary when describing three-dimensional shapes. Leaders ensure that learning experiences in the early years are well planned and purposeful.

Leaders prioritise reading from the moment pupils start school. Trained staff deliver the phonics programme consistently. Staff use books to match and rehearse the sounds pupils learn. Teachers help pupils remember newly introduced sounds and practise them in their writing. Leaders use assessment to identify pupils at risk of

falling behind. Staff support pupils to catch up in learning the sounds they need to know. Teachers encourage pupils to persevere in attempting to decode unknown words, particularly when reading aloud. Pupils describe the characters in books they enjoy reading. They achieve well and read with confidence. Staff support pupils who speak English as an additional language to read fluently.

Leaders have clear expectations for pupils' behaviour which are well understood by all. Pupils valued the opportunity to choose their rewards. Staff support children in Reception in learning how to follow routines independently. For instance, children are encouraged to focus while sitting still on the carpet and put on their coats independently to go outside. Staff make the most of the outdoor space to support all the areas of learning.

Leaders promote pupils' personal development through the curriculum and assemblies. Staff encourage pupils to respect the rights of others. Leaders ensure that pupils are taught about the importance of physical health and eating a balanced diet. Leaders promote pupils' mental health positively. Adults help pupils to describe their feelings and emotions.

Those responsible for governance have established high aspirations that underpin their decisions and actions. They are instrumental in steering the school's vision as it grows. Staff reported that workload is high at this time of the school's growth and context. However, they felt confident that they were managing their responsibility and time appropriately.

Safeguarding

The arrangements for safeguarding are effective.

Leaders use robust systems and procedures to keep children safe. Staff receive regular training and updates to ensure they know how to identify and help pupils in need. Leaders and staff build positive links with parents. They know pupils and families well.

Staff support pupils to develop an understanding of safety. For example, in design and technology, adults teach pupils how to shape their hands, hold a knife and cut fruit and vegetables safely. Leaders provide opportunities to help pupils learn about healthy relationships and staying safe online.

What does the school need to do to improve?

(Information for the school and appropriate authority)

- Sometimes, teaching does not revisit crucial knowledge and skills regularly. This limits pupils' recall of subject-specific knowledge and understanding on these occasions. Leaders should ensure that teaching supports pupils to remember and recall key knowledge fluently that they have been taught over time.

How can I feed back my views?

You can use [Ofsted Parent View](#) to give Ofsted your opinion on your child's school, or to find out what other parents and carers think. We use information from Ofsted Parent View when deciding which schools to inspect, when to inspect them and as part of their inspection.

The Department for Education has further [guidance](#) on how to complain about a school.

Further information

You can search for [published performance information](#) about the school.

In the report, '[disadvantaged pupils](#)' refers to those pupils who attract government pupil premium funding: pupils claiming free school meals at any point in the last six years and pupils in care or who left care through adoption or another formal route.

School details

Unique reference number	143739
Local authority	Wandsworth
Inspection number	10255297
Type of school	Primary
School category	Academy free school
Age range of pupils	4 to 11
Gender of pupils	Mixed
Number of pupils on the school roll	69
Appropriate authority	Board of trustees
Chair of trust	Christopher Toye and Regina dos Santos Duarte (Co-Chairs)
Principal	Marta Correia
Website	angloportugueseschool.org
Date of previous inspection	Not previously inspected

Information about this school

- The school opened as a Free School in September 2020 and is part of the Talent Education Trust (Free Schools). It aims to provide a bilingual curriculum in English and Portuguese.
- The school currently has one class each in Reception, Year 1 and Year 2. When full, the school will cater for up to 420 pupils from Reception up to Year 6.
- The principal was appointed in April 2020 and an assistant headteacher in September 2022.
- The school is undergoing the last phase of major building works due to be completed in summer 2023.
- The school does not make use of any alternative providers.

Information about this inspection

The inspector(s) carried out this graded inspection under section 5 of the Education Act 2005.

- This was the first routine inspection the school had received since the COVID-19 pandemic began. Inspectors discussed the impact of the pandemic with leaders and have taken that into account in their evaluation of the school.
- Inspectors met with a chair of the trustees, a local authority representative, the principal, senior leaders, and a range of staff.
- Inspectors carried out deep dives in reading, mathematics, history, art, and design and technology. For each deep dive, inspectors met with subject leaders, visited a sample of lessons, met with teachers, spoke to some pupils about their learning and considered pupils' work.
- Inspectors considered the curriculum in other subjects.
- Inspectors considered information provided about safeguarding arrangements. They scrutinised safeguarding records and the single central record. Inspectors reviewed procedures and processes by talking to leaders and staff, and through discussions with pupils.
- Inspectors considered the views of parents, pupils and staff, including through Ofsted's online surveys.

Inspection team

Lascelles Haughton, lead inspector	His Majesty's Inspector
Sylvia Kerambrum	Ofsted Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2023

Trustees' Report



FINANCIAL REVIEW

Growing Concern:

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

Financial Performance

Most of the academy trust's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted. The grants received in the year from the ESFA amounted to £759,298 (2022: £573,310) and the associated expenditure of £750,971 (2022: £501,561) are shown as restricted funds in the Statement of Financial Activities. The revenue fund surplus at the end of the year was £126,027 (2022: £89,724).

Reserves Policy

The Board of Trustees will review the reserve levels annually. The review will encompass the nature of the income and expenditure streams, the need to match income with commitments and the nature of reserves. The minimum target for these reserves should be equal to one month's average operational costs such as salaries and pensions, occupancy costs and external services costs. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. Total funds for the trust at 31 August 2023 were £204,765, this was made up of £69,738 of fixed asset funds, a pension reserve of £9,000 and general revenue funds of £126,027.

Investment Policy

The Trust does not currently have any investments. Academy Trustees will ensure that investment risk is properly managed. When considering whether to make an investment, Trustees will:

- Act within their powers to invest, as set out in our Articles of Association;
- Exercise caution in all investments, reducing risk and ensuring that the Trust acts with the utmost integrity;
- Take investment advice from a professional adviser, as appropriate;
- Ensure that exposure to investment products is tightly controlled so that security of funds takes precedence over revenue maximization;
- Ensure that all investment decisions are in the best interests of the Trust and command broad public support. Trustees will seek prior approval from the Education and Skills Funding Agency for investment transactions that are novel or contentious.

Trustees' Report



PRINCIPAL RISKS AND UNCERTAINTIES

The Trust has identified the following as a sample of the risks and uncertainties it faces and the means by which it intends to control against them: BLANK IN APSOL VERSION

Plans for future periods The Academy Trust's plans for future periods are:

- ② To continue to grow the school with new year groups joining
- ② To continue to work with the Department for Education on the completion of the school building project

Disclosure of Information to Auditors In so far as the Trustees are aware:

- ② there is no relevant audit information of which the Academy Trust's Auditor is unaware; and
- ② the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the Auditor is aware of that information. The Trustees would like to propose that Folkes Worton be reappointed as the auditors for Talent Education Trust for 2023 - 2024. This report, incorporating a Strategic Report, was approved by order of the Board of Trustees on 12th December 2023 and signed on their behalf by: 1. Extra text note Enter user text here... The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 12 December 2023 and signed on its behalf by:

DocuSigned by:

Christopher Teye

0A07776728A94A1...

.....
Christopher Teye
Chair of Trustees

Governance Statement

Scope of Responsibility

Scope of responsibility As Trustees, we acknowledge we have overall responsibility for ensuring that Talent Education has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss. As Trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The Board of Trustees has delegated the day-to-day responsibility to the Principal, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Talent Education and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 4 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Regina Duarte	1	4
Rachel Martin	4	4
Nuno Paralta Andrade	0	4
Bernard Stilwell	3	4
Christopher Toye, Chair	3	4
Pedro Xavier	1	4
Catia Verguete	2	4
Ana Silva	1	4

The Trustees have made only minor changes to the governance structure in the year but are looking to make more in 2023-24. The Trust recognises that as they grow there is a need for more specialist Trustees to be involved and that the time commitment from each can be substantial. The setting up of the Finance and Audit Committee is the first change and this will be followed by a skills audit to ensure the Trust has the skillset to fulfil all of their responsibilities The Trustees have reviewed the need to meet more times in a year and have set up further meetings in 2023- 24 to ensure that there are at least six.

Review of value for money

As accounting officer, the Principal has responsibility for ensuring that the Academy delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received. The accounting officer considers how the Academy's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The accounting officer for the Academy has delivered improved value for money during the year by 2022-23.

Governance Statement

The purpose of the system of internal control

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

The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Talent Education for the year 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk The Board of Trustees has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the year 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

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

- ① comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- ② 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
- ③ setting targets to measure financial and other performance
- ④ clearly defined purchasing (asset purchase or capital investment) guidelines
- ⑤ identification and management of risks The Board of Trustees has decided to employ TIAA as internal auditor.

This option has been chosen because....

The internal auditor's role includes giving advice on financial and other matters and performing a range of checks on the Academy's financial systems. In particular, the checks carried out in the current period included testing of key financial controls. On an annual basis, the internal auditor reports to the Board of Trustees through the finance and general purposes committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and annually prepares a summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

Governance Statement

T

Review of effectiveness

As accounting officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control.

During the year in question the review has been informed by:

- ② the work of the internal auditor;
- ② the financial management and governance self-assessment process;
- ② the school resource management self-assessment tool;
- ② the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.
- ② the work of the external auditors;

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

Approved by order of the members of the Board of Trustees on 12 December 2023 and signed on their behalf by:

DocuSigned by:

.....
Christopher Toye
Chair of Trustees

DocuSigned by:

.....
Marta Correia
Accounting Officer

Statement of regularity

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Talent Education I have considered my responsibility to notify the Academy Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and noncompliance with terms and conditions of all funding received by the Academy, under the funding agreement in place between the Academy and the Secretary of State for Education.

As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022.

I confirm that I and the Academy Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academy Trust Handbook 2022.

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

DocuSigned by:

Marta Correia

61AB8DEFFDF64CE...

Marta Correia

Accounting Officer

Date: 12 December 2023

Statement of Trustees' Responsibilities

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

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

- ② select suitable accounting policies and then apply them consistently;
- ② observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- ② make judgements and accounting estimates that are reasonable and prudent;
- ② state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- ② prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from ESFA/DfE have been applied for the purposes intended. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by order of the members of the Board of Trustees on 12 December 2023 and signed on its behalf by:

DocuSigned by:

0A0778728A9AA1.....
Christopher Toye
Chair of Trustees

**INDEPENDENT AUDITOR
REPORT ON THE
FINANCIAL STATEMENTS
TO THE MEMBERS OF
TALENT EDUCATION**



INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION



TALENT EDUCATION
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
TALENT EDUCATION**

Opinion

We have audited the financial statements of Talent Education (the 'academy') for the year ended 31 August 2023 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 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2023 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 2022 to 2023 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION



TALENT EDUCATION
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION



TALENT EDUCATION
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

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

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

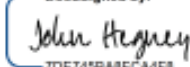
[Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud.]

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

Use of our report

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

DocuSigned by:


7DE745BA8FCA4FB...

John Hegney (Senior Statutory Auditor)

for and on behalf of
Folkes Worton

15-17 Church Street

Stourbridge

West Midlands

DY8 1LU

12 December 2023

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION



TALENT EDUCATION

(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO TALENT EDUCATION AND THE EDUCATION AND SKILLS FUNDING AGENCY

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

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

Respective responsibilities of Talent Education's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Talent Education's funding agreement with the Secretary of State for Education dated [enter date here] and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2022 to 2023. 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 2022 to 31 August 2023 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

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 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

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

DocuSigned by:

7DE7458BA8FCAAF8...
Reporting Accountant
Folkes Worton

Date: 12 December 2023

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION (A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:						
Donations and capital grants	4	1,549	-	15,014	16,563	30,519
Other trading activities		38,624	-	-	38,624	9,632
Charitable activities		-	759,298	-	759,298	573,310
Total income		40,173	759,298	15,014	814,485	613,461
Expenditure on:						
Charitable activities	8	-	752,973	52,762	805,735	556,785
Total expenditure		-	752,973	52,762	805,735	556,785
Net income/(expenditure)		40,173	6,325	(37,748)	8,750	56,676
Transfers between funds	18	-	(12,196)	12,196	-	-
Net movement in funds before other recognised gains		40,173	(5,871)	(25,552)	8,750	56,676
Other recognised gains:						
Actuarial gains on defined benefit pension schemes	24	-	13,000	-	13,000	19,000
Net movement in funds		40,173	7,129	(25,552)	21,750	75,676
Reconciliation of funds:						
Total funds brought forward		13,961	73,763	95,290	183,014	107,338
Net movement in funds		40,173	7,129	(25,552)	21,750	75,676
Total funds carried forward		54,134	80,892	69,738	204,764	183,014

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

The notes on pages 26 to 46 form part of these financial statements.

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)
REGISTERED NUMBER: 10036154

BALANCE SHEET
AS AT 31 AUGUST 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	14	69,737	95,290
		<u>69,737</u>	<u>95,290</u>
Current assets			
Debtors	15	94,193	61,488
Cash at bank and in hand		137,757	225,459
		<u>231,950</u>	<u>286,947</u>
Creditors: amounts falling due within one year	16	(105,923)	(197,223)
Net current assets		<u>126,027</u>	<u>89,724</u>
Total assets less current liabilities		<u>195,764</u>	<u>185,014</u>
Net assets excluding pension asset / liability		<u>195,764</u>	<u>185,014</u>
Defined benefit pension scheme asset / liability	24	9,000	(2,000)
Total net assets		<u>204,764</u>	<u>183,014</u>
Funds of the Academy			
Restricted funds:			
Fixed asset funds	18	69,738	95,290
Restricted income funds	18	71,892	75,763
Restricted funds excluding pension liability / asset	18	<u>141,630</u>	<u>171,053</u>
Pension reserve	18	9,000	(2,000)
Total restricted funds	18	<u>150,630</u>	<u>169,053</u>
Unrestricted income funds	18	<u>54,134</u>	<u>13,961</u>
Total funds		<u>204,764</u>	<u>183,014</u>

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION



TALENT EDUCATION

(A Company Limited by Guarantee)
REGISTERED NUMBER: 10036154

BALANCE SHEET (CONTINUED) **AS AT 31 AUGUST 2023**

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements on pages 22 to 46 were approved by the Trustees, and authorised for issue on 12 December 2023 and are signed on their behalf, by:

DocuSigned by:

0A07770728A94A1...

Christopher Toye
Chair of Trustees

The notes on pages 26 to 46 form part of these financial statements.

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION



TALENT EDUCATION (A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	20	(75,507)	187,009
Cash flows from investing activities	21	(12,195)	(12,388)
Change in cash and cash equivalents in the year		(87,702)	174,621
Cash and cash equivalents at the beginning of the year		225,459	50,838
Cash and cash equivalents at the end of the year	22, 23	137,757	225,459

The notes on pages 26 to 46 form part of these financial statements

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION



TALENT EDUCATION

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

2. 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.

2.1 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 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

2.2 Going concern

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

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION



TALENT EDUCATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

2. Accounting policies (continued)

2.3 Income

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

- **Grants**

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

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

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

- **Donations**

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

- **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.

- **Transfer on conversion**

Where assets and liabilities are received by the Academy on conversion to an academy, the transferred assets are measured at fair value and recognised in the Balance Sheet at the point when the risks and rewards of ownership pass to the Academy. An equal amount of income is recognised as a transfer on conversion within 'Income from Donations and Capital Grants' to the net assets received.

2.4 Expenditure

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

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION



TALENT EDUCATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

2. Accounting policies (continued)

2.4 Expenditure (continued)

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

2.5 Tangible fixed assets

Assets costing £1000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Depreciation is provided on the following basis:

Long-term leasehold property	-	2%	50 years
Furniture and equipment	-	10%	10 years
Computer equipment	-	33%	3 years

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.

2.6 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.

2.7 Cash at bank and in hand

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

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION



TALENT EDUCATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

2. Accounting policies (continued)

2.8 Liabilities

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

2.9 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 note 16. 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.

2.10 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.

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

2. Accounting policies (continued)

2.11 Fund accounting

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

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

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

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 24, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

4. Income from donations and capital grants

	Unrestricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations	1,549	-	1,549	63
Capital Grants	-	15,014	15,014	30,456
	<u>1,549</u>	<u>15,014</u>	<u>16,563</u>	<u>30,519</u>
Total 2022	<u>63</u>	<u>30,456</u>	<u>30,519</u>	

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION



TALENT EDUCATION

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

4. Income from donations and capital grants (continued)

5. Funding for the Academy's charitable activities

	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Academy trust education operations			
DfE/ESFA grants			
General Annual Grant	593,128	593,128	373,672
Other DfE/ESFA grants			
Start Up Grants	54,000	54,000	82,500
Pupil Premium	14,950	14,950	14,193
UIFSM	25,414	25,414	14,855
Others	71,806	71,806	86,090
	759,298	759,298	571,310
COVID-19 additional funding (DfE/ESFA)			
Recovery Premium	-	-	2,000
	-	-	2,000
	759,298	759,298	573,310
	759,298	759,298	573,310

6. Income from other trading activities

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Hire of facilities	-	-	60
Other income	38,624	38,624	9,572
	38,624	38,624	9,632
	38,624	38,624	9,632

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

7. Expenditure

	Staff Costs 2023 £	Premises 2023 £	Other 2023 £	Total 2023 £	Total 2022 £
Academy trust education operations:					
Direct costs	309,733	-	53,249	362,982	229,787
Allocated support costs	142,959	12,353	287,441	442,753	326,998
	<u>452,692</u>	<u>12,353</u>	<u>340,690</u>	<u>805,735</u>	<u>556,785</u>
Total 2022	<u>-</u>	<u>-</u>	<u>556,785</u>	<u>556,785</u>	

8. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2023 £	Total 2023 £	Total 2022 £
Academy trust education operations	<u>805,735</u>	<u>805,735</u>	<u>556,785</u>

9. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £	Total funds 2022 £
Academy trust education operations	<u>362,982</u>	<u>442,753</u>	<u>805,735</u>	<u>556,785</u>
Total 2022	<u>229,787</u>	<u>326,998</u>	<u>556,785</u>	

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Academy trust education operations 2023 £	Total funds 2023 £	Total funds 2022 £
Staff costs	142,959	142,959	89,597
Depreciation	52,762	52,762	34,224
Technology costs	13,822	13,822	7,114
Premises costs	12,353	12,353	8,439
Staff training - teachers	4,426	4,426	1,667
Rates	41,596	41,596	48,134
Subscriptions	1,098	1,098	822
Admin supplies and stationery	6,479	6,479	3,880
Advertising	1,853	1,853	11,654
Telephone costs	5,032	5,032	4,966
Mobile phones	418	418	402
Admin furniture	1,742	1,742	729
Admin ICT	2,747	2,747	3,654
Consultancy - finance	27,164	27,164	31,625
Catering contract	54,379	54,379	39,540
Project management and education	14,165	14,165	9,396
Personnel/HR	3,513	3,513	3,421
Support staff costs	8,825	8,825	4,232
Recruitment	1,999	1,999	1,166
Governance costs	15,178	15,178	9,627
Other support costs	30,243	30,243	12,709
	<u>442,753</u>	<u>442,753</u>	<u>326,998</u>

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

10. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2023 £	2022 £
Depreciation of tangible fixed assets	52,761	34,244
Fees paid to auditors for:		
- audit	6,000	5,910
- other services	2,500	1,590
	<u>6,000</u>	<u>5,910</u>
	<u>2,500</u>	<u>1,590</u>

11. Staff

a. Staff costs

Staff costs during the year were as follows:

	2023 £	2022 £
Wages and salaries	336,912	196,781
Social security costs	33,129	19,672
Pension costs	77,279	65,585
	<u>447,320</u>	<u>282,038</u>
Agency staff costs	5,412	15,389
	<u>452,732</u>	<u>297,427</u>

b. Staff numbers

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

	2023 No.	2022 No.
Teachers	4	2
Administration and Support	6	3
Management	1	1
	<u>11</u>	<u>6</u>

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

11. Staff (continued)

c. Higher paid staff

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

	2023 No.	2022 No.
In the band £80,001 - £90,000	1	1

d. Key management personnel

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £ (2022 - £).

12. Trustees' remuneration and expenses

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

During the year ended 31 August 2023, no Trustee expenses have been incurred (2022 - £NIL).

13. Trustees' and Officers' insurance

The Academy has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme membership.

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

14. Tangible fixed assets

	Furniture and equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 September 2022	34,282	118,122	152,404
Additions	19,036	8,172	27,208
At 31 August 2023	<u>53,318</u>	<u>126,294</u>	<u>179,612</u>
Depreciation			
At 1 September 2022	4,148	52,966	57,114
Charge for the year	10,664	42,097	52,761
At 31 August 2023	<u>14,812</u>	<u>95,063</u>	<u>109,875</u>
Net book value			
At 31 August 2023	<u>38,506</u>	<u>31,231</u>	<u>69,737</u>
At 31 August 2022	<u>30,134</u>	<u>65,156</u>	<u>95,290</u>

15. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	8,419	3,673
Other debtors	127	-
Prepayments and accrued income	59,214	47,418
Tax recoverable	26,433	10,397
	<u>94,193</u>	<u>61,488</u>

16. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	36,079	71,051

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

16. Creditors: Amounts falling due within one year (continued)

	2023	2022
	£	£
Other taxation and social security	15,861	4,639
Other creditors	8,956	73,495
Accruals and deferred income	45,027	48,038
	<u>105,923</u>	<u>197,223</u>

17. Financial instruments

	2023	2022
	£	£
Financial assets		
Financial assets measured at fair value through income and expenditure	<u>137,757</u>	<u>225,459</u>

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

18. Statement of funds

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Unrestricted funds						
General Funds 1	13,961	40,173	-	-	-	54,134
Restricted general funds						
General Annual Grant (GAG)	75,763	593,128	(584,803)	(12,196)	-	71,892
Start up grants	-	54,000	(54,000)	-	-	-
Pupil Premium	-	14,950	(14,950)	-	-	-
UIFSM	-	25,414	(25,414)	-	-	-
Teachers Pay and Pension grant	-	71,806	(71,806)	-	-	-
Pension reserve	(2,000)	-	(2,000)	-	13,000	9,000
	73,763	759,298	(752,973)	(12,196)	13,000	80,892
Restricted fixed asset funds						
DFE / ESFA capital grants	95,290	15,014	(52,762)	12,196	-	69,738
Total Restricted funds	169,053	774,312	(805,735)	-	13,000	150,630
Total funds	183,014	814,485	(805,735)	-	13,000	204,764

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

[For each fund held during the year provide a description of how the fund has arisen and the nature of any restrictions imposed as well as any material transfers between different classes of funds.]

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 2023.

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

18. Statement of funds (continued)

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

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Unrestricted funds						
General Funds - all funds	4,266	9,695	-	-	-	13,961

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Restricted general funds						
General Annual Grant (GAG)	16,402	373,672	(301,923)	(12,388)	-	75,763
Start up grants	-	82,500	(82,500)	-	-	-
Pupil Premium	-	14,193	(14,193)	-	-	-
UIFSM	-	14,855	(14,855)	-	-	-
Other DFE / ESFA	-	86,090	(86,090)	-	-	-
Covid Recovery premium	-	2,000	(2,000)	-	-	-
Pension reserve	-	-	(21,000)	-	19,000	(2,000)
	16,402	573,310	(522,561)	(12,388)	19,000	73,763

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Restricted fixed asset funds						
DFE / ESFA capital grants	86,670	30,456	(34,224)	12,388	-	95,290

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

18. Statement of funds (continued)

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Total Restricted funds	103,072	603,766	(556,785)	-	19,000	169,053
Total funds	107,338	613,461	(556,785)	-	19,000	183,014

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	69,737	69,737
Current assets	54,134	177,815	1	231,950
Creditors due within one year	-	(105,923)	-	(105,923)
Provisions for liabilities and charges	-	9,000	-	9,000
Total	54,134	80,892	69,738	204,764

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	-	95,290	95,290
Current assets	13,960	272,987	-	286,947
Creditors due within one year	-	(197,223)	-	(197,223)
Provisions for liabilities and charges	-	(2,000)	-	(2,000)
Total	13,960	73,764	95,290	183,014

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

20. Reconciliation of net income to net cash flow from operating activities

	2023	2022
	£	£
Net income for the year (as per Statement of Financial Activities)	8,750	56,676
Adjustments for:		
Depreciation	52,762	34,224
Capital grants from DfE and other capital income	(15,014)	(30,456)
Defined benefit pension scheme cost less contributions payable	2,000	21,000
Decrease in stocks	-	7,000
(Increase)/decrease in debtors	(32,705)	1,252
(Decrease)/increase in creditors	(91,300)	97,313
Net cash (used in)/provided by operating activities	(75,507)	187,009

21. Cash flows from investing activities

	2023	2022
	£	£
Purchase of intangible assets	(27,209)	(42,844)
Capital grants from DfE Group	15,014	30,456
Net cash used in investing activities	(12,195)	(12,388)

22. Analysis of cash and cash equivalents

	2023	2022
	£	£
Cash in hand and at bank	137,757	225,459
Total cash and cash equivalents	137,757	225,459

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

23. Analysis of changes in net debt

	At 1 September 2022 £	Cash flows £	At 31 August 2023 £
Cash at bank and in hand	225,459	(87,702)	137,757
	<u>225,459</u>	<u>(87,702)</u>	<u>137,757</u>

24. Pension commitments

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2022.

Contributions amounting to £8,956 were payable to the schemes at 31 August 2023 (2022 - £5,084) and are included within creditors.

Teachers' Pension Scheme

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

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

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

24. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify 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 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to TPS in the year amounted to £54,348 (2022 - £36,618).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy has set out above the information available on the scheme.

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 2023 was £26,000 (2022 - £10,000), of which employer's contributions totalled £20,000 (2022 - £8,000) and employees' contributions totalled £6,000 (2022 - £2,000). The agreed contribution rates for future years are per cent for employers and per cent for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

Principal actuarial assumptions

	2023	2022
	%	%
Rate of increase in salaries	3.9	3.9
Discount rate for scheme liabilities	5.25	4.2
Inflation assumption (CPI)	2.9	2.9

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

24. Pension commitments (continued)

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

	2023	2022
	Years	Years
Retiring today		
Males	20.7	21.0
Females	23.2	23.5
Retiring in 20 years		
Males	22.0	22.3
Females	24.6	24.9

Sensitivity analysis

	2023	2022
	£000	£000
Discount rate +0.1%	1	12
Discount rate -0.1%	(1)	(12)
Mortality assumption - 1 year increase	1	12
Mortality assumption - 1 year decrease	(1)	(12)
CPI rate +0.1%	1	12
CPI rate -0.1%	(1)	(12)

Share of scheme assets

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

	At 31	At 31 August
	August 2023	2022
	£	£
Equities	21,000	7,000
Corporate bonds	6,000	1,000
Property	5,000	1,000
Cash and other liquid assets	1,000	-
Other	4,000	1,000
Total market value of assets	37,000	10,000

The actual return on scheme assets was £437 (2022 - £0).

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

24. Pension commitments (continued)

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

	2023 £	2022 £
Current service cost	(22,000)	(29,000)

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

	2023 £	2022 £
At 1 September	12,000	-
Current service cost	22,000	29,000
Interest cost	1,000	-
Employee contributions	6,000	2,000
Actuarial gains	(13,000)	(19,000)
At 31 August	28,000	12,000

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

	2023 £	2022 £
At 1 September	10,000	-
Interest income	1,000	-
Employer contributions	20,000	8,000
Employee contributions	6,000	2,000
At 31 August	37,000	10,000

25. 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 £NIL for the debts and liabilities contracted before he/she ceases to be a member.

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TALENT EDUCATION

TALENT EDUCATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

26. Related party transactions

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