

**Company Registration Number: 08127108 (England & Wales)**

**Hailsham Community College Academy Trust**

**(A company limited by guarantee)**

**Annual Report and Financial Statements**

**For the year ended 31 August 2025**

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

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**Hailsham Community College Academy Trust**  
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**Reference and Administrative Details**

<b>Members</b>	J Harrison Dr J Leach D Coslett (appointed 8 January 2025)
<b>Trustees</b>	R Farmer, Co-opted Director/Chair of Trustees (appointed 1 September 2024, resigned 31 August 2025) J Prower, Co-opted Director A Robinson, Appointed Director, Executive Headteacher (appointed 30 September 2024, resigned 31 August 2025) S Addison, Appointed Director (appointed 30 September 2024, resigned 4 September 2025) R Hancell, Appointed Director (appointed 30 September 2024) A Lawrence, Appointed Director (appointed 8 May 2025)
<b>Company registered number</b>	08127108
<b>Company name</b>	Hailsham Community College Academy Trust
<b>Principal and registered office</b>	Hailsham Community College Academy Trust Battle Road Hailsham East Sussex BN27 1DT
<b>Company secretary</b>	C Adams
<b>Key Management Personnel</b>	A Robinson, Executive Headteacher (Accounting Officer - Appointed 1 September 2024) N Chamberlain, Head of School - Secondary Phase T Redman, Head of School - Primary Phase S Marsden, Deputy Head R Wakeling, Deputy Head S Wilkinson, Head of Business Services (Resigned 30 June 2025) J Jesson, Senior Assistant Head - Quality of Teaching E Furlong, Assistant Head C Maxwell, Assistant Head - Vulnerable Learners T Meanwell, Assistant Head - Attendance and Alternative Provision G Edgecombe, Assistant Head
<b>Independent auditor</b>	Kreston Reeves Audit LLP Statutory Auditor 9 Donnington Park 85 Birdham Road Chichester West Sussex PO20 7AJ
<b>Bankers</b>	Lloyds Bank Plc Terminus Road Eastbourne East Sussex

**Hailsham Community College Academy Trust**  
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**Reference and Administrative Details (continued)**  
**For the year ended 31 August 2025**

<b>Solicitors</b>	Browne Jacobson Victoria House Victoria Square Birmingham B2 4BU
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**Hailsham Community College Academy Trust**  
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**Trustees' Report**  
**For the year ended 31 August 2025**

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

The trust operates an academy for pupils aged 2 to 18 serving a catchment area of Hailsham and surrounding areas. It has a capacity of 300 pupils per year group for 11 to 16 and 60 per year group for the primary phase. The college roll as at October 2025 census was 1563.

**Structure, governance and management**

**a. 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 trust. The Trustees act as the directors of the charitable company for the purposes of company law.

Details of the trustees who served during the financial year 2024-25, and to the date these accounts are approved are included in the Reference and administrative details on page 1.

**b. Members' liability**

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

**c. Trustees' indemnities**

Governor Liability and Fidelity Guarantee is covered by the Academies Risk Protection Arrangement (RPA) provided by the Department for Education (DfE) which, by virtue of any rule of law, would otherwise attach to them in respect of negligence, default, breach of trust or breach of duty of which they may be guilty in relation to the trust.

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

The academy appoints Trustees in accordance with clauses 50 to 58 of its Articles of Association.

However, following several trustee resignations towards the end of the financial year in July and August 2024, the DfE arranged for an Interim Trust Board (ITB) to be created, and five trustees were subsequently appointed.

The purpose of the Interim Trust Board is to oversee the governance of the Hailsham Community College Academy Trust during the period of transition as it moved towards the transfer of the school to MARK Education Trust. As such, it was recognised that this was a time limited arrangement.

**Hailsham Community College Academy Trust**  
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**Trustees' Report (continued)**  
**For the year ended 31 August 2025**

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

**e. Organisational structure**

The Board of Trustees is collectively responsible for the overall direction of Hailsham Community College and its strategic management. This involves determining the guiding principles within which the Academy operates, setting general policy, adopting an annual development plan and budget, monitoring the Academy activities, and making major decisions about capital expenditure and senior staff appointments. The Board of Trustees is also responsible for ensuring that the Academy meets all its statutory obligations and through the Executive Head, Heads of School and Head of Business Services that it complies with financial regulations.

The day-to-day management of the trust is delegated to the Executive Headteacher and CEO, who in turn delegates the day-to-day management of each school to its Head of School. The performance of the trust is monitored at trust board meeting.

The Senior Leadership Team (SLT) of the Secondary Phase comprises the Head of School - Secondary, two Deputy Headteachers, one Senior Assistant Head and four Assistant Heads. In addition, there is a Senior Leadership Team at the Primary Phase comprising of Head of Primary Phase, two Assistant Heads of School and a Teaching and Learning Lead. The Executive Headteacher and Head of Business Services work across all phases.

The board has wide responsibilities under statute, regulations and the funding agreement and is responsible for ensuring that the trusts's funds are used only in accordance with the law, its articles of association, its funding agreement and the Academy Trust Handbook. It is responsible for the proper stewardship of those funds, including regularity, propriety and for ensuring economy, efficiency and effectiveness in their use - the three key elements of value for money.

The Interim Trust Board operated without committees during this year, apart from a separate Pay Committee as required by the Academy Trust Handbook.

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

The board of trustees delegated the arrangements for staff pay and remuneration to the Pay Committee. The Pay Committee was made up of three trustees and was convened to review the performance management process and approve pay recommendations.

The committee also receives a pay recommendation from the two trustees who have been appointed to undertake the CEO's performance review.

**Hailsham Community College Academy Trust**  
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**Trustees' Report (continued)**  
**For the year ended 31 August 2025**

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

**g. Trade union facility time**

**Relevant union officials**

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

**Percentage of time spent on facility time**

<b>Percentage of time</b>	<b>Number of employees</b>
0%	-
1%-50%	-
51%-99%	-
100%	-

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

Total cost of facility time	<b>192</b>
Total pay bill	<b>9,795,209</b>
Percentage of total pay bill spent on facility time	- %

**Paid trade union activities**

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

During the year there were related party transactions with MARK Education Trust. Details of these transactions are disclosed in Note 26. Trustees' remuneration and expenses are disclosed in note 11.

**Hailsham Community College Academy Trust**  
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**Trustees' Report (continued)**  
**For the year ended 31 August 2025**

**Objectives and activities**

**a. Objects and aims**

The principal objectives and aims of the academy trust are specifically restricted to the following:

1. To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.
2. To promote for the benefit of the inhabitants of Hailsham and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

The principal objective of the academy trust is to advance for the public benefit, of education for students of different abilities between the ages of 2 and 19. In setting the trust's objectives and planning its activities, the trustees have considered the Charity Commission's general guidance on public benefit.

The school's catchment is diverse and draws from a broad range of socio-economic contexts. It includes several surrounding villages where there is a significant degree of affluence but also includes areas of significant economic disadvantage. The Charitable Company has agreed within the provisions of the Funding Agreement between the trustees and Secretary of State the following characteristics of the academy:

- The academy will offer a balanced and broadly-based curriculum.
- The academy will provide a curriculum for students of different abilities.
- The academy will provide education for students who are mainly drawn from an area in which the academy is situated.

**b. Objectives, strategies and activities**

The main objectives, strategies and activities of the Academy during the period ending 31 August 2025 are summarised below:

- Reducing variability within the intent and implementation of our curriculum
- Create and sustain the necessary conditions for teachers to teach and students to learn, leading to improved outcomes in all phases.
- To further advance Behaviour and Attitudes
- To further advance Personal Development
- To improve leadership in all levels at all phases.

**c. Public benefit**

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

**Hailsham Community College Academy Trust**  
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**Trustees' Report (continued)**  
**For the year ended 31 August 2025**

**Strategic report**

**Achievements and performance**

The Hailsham Advancement Plan developed and implemented to drive improvement across the key areas of: Quality of Education, Finance, HR, Estates, IT, Operations and Governance.

Progress was monitored at each HCCAT Interim Trust Board meeting which took place every three weeks. While the plan has reached its formal conclusion, many areas will of course remain ongoing and will be embedded into future strategic planning.

**Quality of Education**

During the academic year, significant strides were made to enhance the quality of education across the trust. A deep dive into English led to the development of a Year 11 Raising Achievement Plan and a curriculum review. The appointment of a new Head of Department and strategic staffing changes strengthened the team. GCSE outcomes in August 2025 showed modest improvement, with further work planned to sustain progress.

In Mathematics, despite a completed deep dive and curriculum review, outcomes declined again this summer. This area remains a key focus for 2025–26, with targeted interventions underway.

Safeguarding was rigorously reviewed through county-wide secondary and primary audits, resulting in action plans now being implemented. A safeguarding lead from East Sussex has joined the Local Governing Committee (LGC), further reinforcing our commitment to student welfare.

In the Primary phase, external reviews of Maths and Writing were completed, with leadership overseeing the resulting action plans. A curriculum review is ongoing under new leadership, with a renewed emphasis on assessment and outcomes.

The Early Career Teacher (ECT) Programme has been strengthened with support plans in place and the launch of a new Expert Teacher Programme.

A deep dive into Year 5 was completed, with actions well underway. Early indicators show this has been highly effective.

**Finance**

The trust maintained financial governance throughout the year. All mandatory elements of the Academy Trust Handbook (ATH) were completed early and externally audited, ensuring full compliance.

Finance systems were updated and aligned, including with staff training, to support the transition to MARK Education trust. Monthly Management Accounts and Budget Forecast Return reporting were enhanced, and curriculum-led financial planning is now embedded.

Following a thorough due diligence process, the Sixth Form was deemed not to be viable due to low student numbers. The Board voted for full closure from August 2026.

Admissions remain strong in the Primary phase, which is at full capacity. Secondary admissions are currently under PAN (Published Admission Number), with targeted open events and primary visits made to boost intake.

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**Trustees' Report (continued)**  
**For the year ended 31 August 2025**

**Strategic report (continued)**

**Achievements and performance (continued)**

**Human Resources (HR)**

All staffing vacancies were successfully filled, supported by the establishment of weekly staffing meetings. A consultation timeline is in place for the adoption of a trust wide Performance Management policy, set to launch in September 2026.

Staff development and feedback were prioritised through completed audits and planned surveys in October 2025, in collaboration with Beacon and Uplands Academies.

HR policies have been audited and aligned with trust wide expectations, ensuring consistency and compliance.

**Estates**

Site audits and surveys confirmed full compliance across all estate operations. A review of lettings identified new income generation opportunities.

The sports pitch replacement timeline was completed, with the launch scheduled for October 2025. One Condition Improvement Fund (CIF) bid was successful, enabling fire compliance works to begin over the summer. Additional bids for fire safety and heating improvements are being prepared for December submission.

**Information Technology (IT)**

An IT audit informed the development of a costed, trust-wide strategy, with phased implementation now underway. IT staff have received training, and systems and processes are under review.

Cybersecurity and Department for Education (DfE) standards are being met. Migration to the MARK tenant and cloud storage is in progress, enhancing infrastructure resilience.

**Operations**

Operational systems and processes were audited, with action plans now in place. A qualified Educational Visits Coordinator (EVC) is in post, and a Deputy Headteacher is undergoing training to align trip and visit processes with trust wide standards.

Admissions systems have been reviewed, and open events are planned to support secondary intake. Updates to branding, website, and prospectus are underway to improve marketing and communications.

Efforts to align uniform and catering with trust-wide standards have led to cost efficiencies. Catering area updates were completed during the summer break.

**Governance**

The Interim Trust Board (ITB) was fully established and compliant with ATH requirements. Statutory and non-statutory policies were reviewed and updated.

A new Local Governing Committee (LGC) was formed, with training and induction beginning in September 2025. The onboarding process to the MARK Education Trust progressed smoothly, with Hailsham Academy officially joining on 1 September 2025.

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**Trustees' Report (continued)**  
**For the year ended 31 August 2025**

**Strategic report (continued)**

**Achievements and performance (continued)**

**a. Key performance indicators**

**Primary phase data - Summer 2025:**

<b>Data Set</b>	<b>National</b>	<b>Hailsham Academy</b>	<b>Difference From National</b>
EYFS Good Level of Development	68.3%	83.1%	+14.8%
Phonics	80%	82.8%	+2.8%
Year 4 Multiplication Tables Checker – Full Marks	34% (2023/2024)	39%	+5%
Year 4 Multiplication Tables Checker – Mean Average Score	20.6	19.8	-0.8

<b>End of Year 5 Data (Current Year 6)</b>			
<b>Reading</b>	<b>Writing</b>	<b>Maths</b>	<b>RWM Combined</b>
85%	53%	77%	46%

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**Trustees' Report (continued)**  
**For the year ended 31 August 2025**

**Strategic report (continued)**

**Achievements and performance (continued)**

**Secondary phase data - GCSE outcomes Summer 2025:**

(brackets shows no. of students)	Three-Year Average	2024 Results	Final Predictions	2025 Results	Difference results - final
Overall A8 (210)	38.03	34.17	34.14	<b>35.11</b>	+0.97
En/Ma 9 – 5%	27.0	25.74	23.7	<b>25.7</b>	+2
En/Ma 9 – 4 %	52.3	46.53	50.71	<b>46.2</b>	-4.51
Female A8 (106)	38.5	35.09	38.27	<b>40.17</b>	+1.9
Male A8 (104)	36.7	33.2	30.06	<b>30.14</b>	+0.08
Open Subjects A8	11.0	9.93	10.1	<b>10.18</b>	+0.08
Disadvantaged A8 (52)	28.7	26.01	24.69	<b>27.5</b>	+2.81
SEN A8 (K: 15, E: 7)	SEN K: 24.3 SEN E: 21.5	SEN K: 16.3 SEN E: 19.6	SEN K: 14.5 SEN E: 23.14	<b>SEN K: 16.38</b> <b>SEN E: 23.57</b>	SEN K: +1.88 SEN E: +0.43
EBACC Subjects A8	10.7	9.36	6.29	<b>9.81</b>	+3.52

**Hailsham Community College Academy Trust**  
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**Trustees' Report (continued)**  
**For the year ended 31 August 2025**

**Strategic report (continued)**

**Achievements and performance (continued)**

**Sixth Form data - A-Level outcomes - Summer 2025:**

(brackets shows no. of students)	Results 2024	Final Prediction	Results 2025	Difference Final - 2025
Overall Value Added	-0.69	+0.25	+0.03	-0.22
Overall APS (39)	24.15	30.25	27.64	-2.61
Expressed as a grade	D+	C	C-	
Female VA (23)	-0.36	+0.32	+0.01	-0.31
Male VA (16)	-1.00	+0.14	+0.06	-0.08
PA Low VA (1)	+0.09	+1.61	+1.61	0
PA Middle VA (13)	-0.85	-0.16	-0.06	+0.10
PA High VA (18)	-0.72	+0.30	-0.02	-0.32

**Going concern**

After making appropriate enquiries, the board of trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue 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 accounting policies.

**Financial review**

The Trust has been operating with an in-year deficit for the last financial year. The in-year deficit has been supported by the Academy Reserves. The trust is robust in its management of finance, and undertook several measures to ensure financial sustainability including:

- Reviewing the curriculum to make it more efficient; this has been happening for several years and integrated curriculum and financial planning continues to play important part in our strategic planning.
- Challenging vacancies when they arise as to whether replacement is necessary.
- Effective procurement practices to ensure best value for money for all goods and services.
- Evaluating the impact of expenditure to ensure best value.

The in-year movement in funds was £(489,944)  
The reserves balance is now £19,615,743

There will be continued financial challenges due to predicted low pupil numbers.

**Hailsham Community College Academy Trust**  
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**Trustees' Report (continued)**  
**For the year ended 31 August 2025**

**Reserves policy**

The Trustee's aim is to use allocated funding for the benefit of our current students.

However, the trust aims to carry forward a prudent level of resources to cover medium and long-term needs for renewal and replacement; for major unforeseen circumstances such as urgent maintenance and contribute towards issues raised in the property condition survey.

**Purpose of the policy**

- Assists in strategic planning by considering how new projects or activities will be funded.
- Informs the budget process by considering whether reserves need to be used during the financial year or built up for future projects.
- Informs the budget and risk management process by identifying any uncertainty in future income streams. During the financial year the trustees identify:
- When reserves are drawn on, so that they understand the reasons for this and can consider what corrective action, if any needs to be taken.
- When reserve levels rise significantly above target so that they understand the reasons and can consider the corrective action, if any that needs to be taken.
- Where the reserves level is below target consideration is needed as to whether this is due to short term circumstance or longer-term reasons which might trigger a broader review of finances and reserves. When considering an appropriate level of reserves, the trustees consider:
- The risk of unforeseen emergency or other unexpected need for funds.
- Covering unforeseen day to day operational costs, for example employing temporary staff to cover a long term sick absence.
- A fall in a source of income, such as pupil numbers.
- Planned commitments, or designations, that cannot be met by future income alone, for example plans for a major capital project.
- The need to fund potential deficits in a cash budget, for example money may need to be spent before a funding grant is received.
- The financial risks identified determine the amount of reserves the academy targets to hold.

When deciding on the reserves amount, the trustees of Hailsham Community College Academy trust considered:

- one month's salary bill (currently approximately £900,000)
- The school's annual budget (currently approximately £12.0 million; a 1% contingency amounts to £120k; 5% to £600k and 10% to £1.2m).
- The need for any large project spend such as facilities development or building condition needs.
- Any uncertainty, turbulence or expected reduction in funding arrangements.
- 

The value of free reserves (total funds less fixed assets and other restricted funds) held at 31 August 2025 is £1,610,783.

**Investment policy**

This policy governs the investment strategy of the Hailsham Community College Academy Trust (AT) and all establishments that constitute the AT. The management of charitable funds and investments will comply with the requirements of the:

- Charities Act 2011.
- Trustee Act 2000
- Financial Services and Markets Act (FSMA) 2000; and the
- Charity Commission

**Hailsham Community College Academy Trust**  
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**Trustees' Report (continued)**  
**For the year ended 31 August 2025**

The charitable funds of the trust are derived from direct government and local authority grants and these funds are defined as restricted. Additional charitable funds are generated through the operational nature of the charity's work, such as providing education, training and development; these funds are defined as unrestricted.

The investment objectives are to:

- Achieve a long-term real rate of return, net of inflation, to provide a source of capital to meet beneficiary and operational needs without subjecting the fund to large disinvestment that could impact the ability of the fund to meet future long-term financial commitments.
- Provide an income to the AT to help maintain its operational effectiveness in the short term.

However, a total return approach will take precedent, allowing the trust to focus on investments providing optimal performance in terms of overall return rather than investments which would provide the right balance of capital and income return. The protection of present and future beneficiaries will be a key responsibility of the Academy Trust.

#### Investment & Counterparty Risk

The trust acknowledges that, in order to achieve an optimal rate of return, investments will be subject to a level of risk (Risk Return Relationship). The trust will seek to adopt a prudent appetite towards risk by:

- Investing in markets where financial services are closely regulated, and compensation schemes are in place.
- Adopting a suitably diversified portfolio and utilising hedged products to limit the impact of systematic and unsystematic risk.
- Avoiding speculative forms of investment.
- Investing in common investment and/or unitised funds.
- 

Professional investment advice will be sought about the most suitable investments for the AT and investments will be placed with suitably qualified investment managing agents.

#### Ethical Investment

The trust is mindful of its underlying principle to further the purpose of the trust (provision of education); that purpose will ordinarily be best served by seeking the maximum return consistent with commercial prudence. Therefore, the trust will seek to use a combination of positive and negative criteria to influence the investment decision making process.

#### Positive Criteria

- Responsible employment practices.
- Best corporate Governance practice.
- Conscientiousness with regard to human rights; Sustainable environmental practice.
- Sensitivity towards the communities in which the business operates

The trust has given due consideration to the guidance issued by the Charities Commission and has recommended against any direct investment in the following types of organisation:

- Any organisation that is directly involved in indiscriminate weaponry.
- Any organisation that produces pornography
- Any organisation where their principal business activity or focus is tobacco, alcoholic drink, gambling, or weekly collected home credit

#### Monitoring and Reporting Investments

The academy trust will review the performance of the Investment Funds biannually by comparing their performance against that of competitors, average performance indicators, and the adherence to the Investment Policy.

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**Trustees' Report (continued)**  
**For the year ended 31 August 2025**

**Principal risks and uncertainties**

The management of risks to the Academy is undertaken in accordance with the Funding Agreement and the Academy Trust Handbook.

The board of trustees is responsible for risk management and for maintaining a sound system of internal controls that supports the achievement of its objectives, whilst safeguarding public funds, other funds and assets for which it is responsible. For 2024-25, the board of trustees was advised in this role the Senior Leadership Team and members of the Central Executive Team of MARK Education Trust.

The board of trustees fulfils its Risk Management role by:

- Establishing the system of internal control.
- Approving and reviewing policies that underpin the internal control process.
- Agreeing objectives, plans and resources by means of the annual budget and College Improvement Plan.
- Approving the risk management policy and risk register and reviewing according to the specified dates to identify risks, near misses and opportunities.
- Carefully considering the advice from the Responsible officer and Auditor on internal financial controls.

The Senior Leadership Team fulfils its risk management role by:

- Implementing governor's policies on risk management and internal control.
- Advising the trustees of the fundamental risks faced by the academy and helping to evaluate them.
- Providing timely and sufficient information to trustees on the status of risk and controls.
- Assisting the board of trustees to draw up, review and revise the Risk Register.
- Working to embed risk management and risk-based internal control in all aspects of management.

The Risk Register will be considered annually by the board of trustees who should consider:

- The appropriate level of exposure to risk for the academy as a whole.
- Whether risk review procedures cover strategic and reputational, operational, compliance, financial and other risks to achieving the academy objectives.
- Whether risk assessment and risk based internal control are embedded in ongoing operations and form part of its culture.
- Changes in the nature and extent of risks and the academy's ability to respond to changes in its internal and external environment since the last assessment; the scope and quality of management's ongoing process of monitoring the system of internal control including such elements as the effectiveness of assurance functions.
- The extent and frequency of reports on internal control to the board of trustees and whether this is sufficient for the board of trustees to build up a cumulative assessment of the state of control and effectiveness of risk management.
- The incidence of any control failings or weaknesses identified at any point in the year and the impact that they have had or could have on financial results.
- The effectiveness of the overall approach and policy to risk management and whether changes or improvements to processes and procedures are necessary

**Fundraising**

The Trust does not use any external fundraisers.

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**Trustees' Report (continued)**  
**For the year ended 31 August 2025**

**Plans for future periods**

Key Priorities:

Looking ahead, our plans are ambitious and firmly rooted in a commitment to continuous improvement, supported by the strategic, experienced and impactful leadership of MARK Education Trust.

We will continue to drive progress across all key areas, with a particular emphasis on English, Mathematics, SEND provision, personal development, safeguarding, and attendance. Integrated curriculum and financial planning will remain central to our approach, ensuring resources are effectively aligned with our and the trust's educational priorities.

Recruitment and retention of high-quality staff will be an integral part of our strategy, alongside targeted efforts to strengthen admissions, especially in the secondary phase. Compliance across all operational domains will be rigorously maintained.

Through these focused areas and ensuring there is quality over quantity, we aim to improve outcomes to meet or exceed national averages, ensuring sustained progress for all learners over time.

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

The academy does not hold any funds on behalf of others.

**Disclosure of information to auditor**

Insofar as the trustees are aware:

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

**Auditor**

The audit registration of Kreston Reeves LLP was transferred to Kreston Reeves Audit LLP on 6 October 2025. Kreston Reeves Audit LLP were formally appointed as auditor to the company on 6 October 2025.

The auditor, Kreston Reeves Audit LLP, has indicated his willingness to continue in office. The designated trustees will propose a motion reappointing the auditor at a meeting of the trustees.

The Trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 17 December 2025 and signed on its behalf by:



**J Prower**  
Trustee and Chair of Audit & Risk

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**Governance Statement**

**Scope of responsibility**

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

As trustees, we have reviewed and taken account of the guidance in DfE's Governance Guide.

The board of trustees has delegated the day-to-day responsibility to the Executive Headteacher, Anna Robinson, 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 Hailsham Community College Academy Trust 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 5 times during the year. Oversight of operations of the College was performed by the Resources and Learning and Development Committees that each met 5 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
R Farmer	10	10
J Prower	8	10
A Robinson	10	10
R Hancell	9	10
S Addison	10	10
A Lawrence	3	3

Due to the pending changes within the College, the Trustees decided to work on an interim model with a small number of trustees to enable efficient oversight of the college function and to facilitate a possible transition into a multi-academy trust.

The trustees met ten times throughout the year, to develop rigour and robust momentum that could affect positive change.

The trustees set challenging targets for trust leaders and held them firmly to account. They are presented with the information they need to be kept informed of progress and developments and use their experience and ability to review, question and challenge the information provided.

Trustees monitor the work of the trust in a number of ways which include receiving reports, meeting with key staff, being linked to key policy or improvement areas and undertaking monitoring visits.

**Conflicts of Interests**

The board of trustees annually reviews a trust conflict of interest policy which supports trustees in completing their declaration of interest form and related party transactions. The data declared is then collated into a register of interests which is published on the trust website. This register is updated as new interests, or changes to interests, are declared throughout the year, via the trust's online governance platform Governor Hub.

At the start of each board, all trustees and staff are invited to declare any new or specific interests relating to any item on the meeting agenda and these are noted by the governance professional accordingly. If a conflict arises the chair will agree with the board how the conflict will be managed in relation to the agenda item.

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Governance Statement (continued)**

**Review of value for money**

As accounting officer, the Executive Headteacher has responsibility for ensuring that the academy delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes, as well as estates safety and management, 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:

**Improving educational outcomes**

Our commitment to improving educational outcomes remains central to our value-for-money approach. We continue to raise standards while reducing in-school variation across all subjects, with a particular emphasis on English, Mathematics, SEND, and personal development. The quality and rigour of student assessment and tracking processes have been strengthened across all year groups, supported by curriculum reviews and deep dives.

Revision classes are offered across subjects during holidays and after school to support academic progress. Targeted strategies are in place to close the gap for vulnerable students, and attendance initiatives have led to improved engagement and reduced persistent absence. The behaviour policy continues to reward success and promote a positive learning environment.

A rigorous appraisal policy is now aligned with future trust-wide expectations, rewarding strengths and identifying areas for professional development. All lessons are expected to meet at least a 'good' standard, with support plans implemented where improvement is needed. A comprehensive professional development programme is in place to build staff capacity, supported by the launch of the Expert Teacher Programme.

Literacy development remains a priority, and collaboration with local primary schools through the Hailsham Partnership Alliance and South Downs Alliance continues to strengthen transition and curriculum alignment.

**Ensuring good financial governance and oversight**

Financial governance has been robust, with all Academy Trust Handbook (ATH) requirements met early and externally audited. Recommendations from the Auditors' Management Report have been implemented, and monthly Management Account reporting to trustees ensures transparency and accountability.

The Financial Scheme of Delegation is reviewed annually, and reports from the CFO are acted upon promptly. Regular dialogue between the Senior Leadership Team, budget holders, and trustees ensures timely and accurate financial information, supporting curriculum-led financial planning.

**Ensuring better purchasing**

We continue to benchmark key spend areas against local academies and collaborate on major procurement contracts, such as grounds maintenance. The finance team rigorously monitors budgets and purchasing to ensure best value, with all procedures followed. Budget holders receive ongoing training to support effective financial decision-making.

**Areas for development**

Looking forward, we have developed a comprehensive plan for facilities maintenance and improvement. We aim to strengthen financial challenge from trustees and ensure our financial management systems remain fit for purpose. Continued training for leadership, staff, and trustees will support high-quality financial oversight and challenge.

We will maintain reserves at a level that enables both physical and educational improvements across the school. Classroom monitoring and challenge will continue to ensure we are ambitious for high-quality

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Governance Statement (continued)**

**Review of value for money (continued)**

teaching, and that we will further raise aspiration. Supporting the quality assurance, curriculum reviews and deep dives remains a priority, ensuring that all educational investments deliver strong value for money and contribute to sustained improvement in outcomes.

**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 Hailsham Community College Academy Trust for the year 1 September 2024 to 31 August 2025 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 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

**The risk and control framework**

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

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

The board of trustees has decided to employ School Business Services as internal auditor.

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.

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Governance Statement (continued)**

**The risk and control framework (continued)**

School Business Services carried out three 'virtual' visits across the year:

- Visit 1 - HR Management
- Visit 2 - Strategic Estates Management
- Visit 3 - Asset Management

The summary by grading is as follows:

Assurance	Count
Full	16
Partial	28
Limited	4
Unsatisfactory	4

The accounting officer has been advised of the implications of the result of their review of the system of internal control and a plan to address action point and ensure continuous improvement of the system is in place.

On an annual basis, the external auditor Kreston Reeves reports to the Board on the operation of the systems of control and on the discharge of the trustees financial responsibilities.

**Review of effectiveness**

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

- the work of the internal auditor;
- the financial management and governance self-assessment process;
- the work of the executive managers within the academy who have responsibility for the development and maintenance of the internal control framework.
- the work of the external auditor;
- correspondence from DfE e.g. FNtl/Ntl and 'minded to' letters.

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

**Conclusion**

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

Approved by order of the members of the board of trustees on 17 December 2025  
their behalf by:

and signed on



**J Prower**  
Trustee and Chair of Audit & Risk

**A Robinson**  
Accounting Officer

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**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Statement of Regularity, Propriety and Compliance**

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

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

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



**A Robison**

Accounting Officer

Date: 17 December 2025

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Statement of trustees' responsibilities**  
**For the year ended 31 August 2025**

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

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

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

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

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

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

Approved by order of the members of the board of trustees and signed on its behalf by:



**J Prower**  
Trustee and Chair of Audit & Risk  
Date: 17 December 2025

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Independent Auditor's Report on the financial statements to the Members of Hailsham Community College Academy Trust**

**Opinion**

We have audited the financial statements of Hailsham Community College Academy Trust (the 'academy trust') for the year ended 31 August 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Independent Auditor's Report on the financial statements to the Members of Hailsham Community College Academy Trust (continued)**

**Other information**

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The 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 trust 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 trust 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 trust'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 trust or to cease operations, or have no realistic alternative but to do so.

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Independent Auditor's Report on the financial statements to the Members of Hailsham Community College Academy Trust (continued)**

**Auditor's responsibilities for the audit of the financial statements**

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

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

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud, and review of the reports made by management and internal audit; and
- Assessment of identified fraud risk factors; and
- Consideration of income streams, completeness of income and compliance with the obligations of funders including the DfE
- Review of cash and credit card expenditure to confirm no evidence of personal benefit; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Performing analytical procedures with automated data analytics tools to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Reading minutes of meetings of those charged with governance, reviewing internal audit reports and reviewing correspondence with relevant tax and regulatory authorities; and
- Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

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

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

**Use of our report**

This report is made solely to the academy trust'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 trust's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the academy trust and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

**Hailsham Community College Academy Trust**  
(A company limited by guarantee)

**Independent Auditor's Report on the financial statements to the Members of Hailsham Community College Academy Trust (continued)**

**Kelly Goodwin BA (Hons), ACA (Senior statutory auditor)**  
for and on behalf of  
**Kreston Reeves Audit LLP**  
Statutory Auditor  
Chichester

Date:

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Independent reporting accountant's report on regularity to Hailsham Community College Academy Trust and the Secretary of State for Education**

In accordance with the terms of our engagement letter dated 14 October 2025 and further to the requirements of the Department for Education (DfE), as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Hailsham Community College Academy Trust during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes intended by Parliament and that the financial transactions do not conform to the authorities which govern them.

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

**Respective responsibilities of the accounting officer of Hailsham Community College Academy Trust and the reporting accountant**

The accounting officer is responsible, under the requirements of Hailsham Community College Academy Trust's funding agreement with the Secretary of State for Education and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Independent reporting accountant's report on regularity to Hailsham Community College Academy Trust and the Secretary of State for Education (continued)**

**Approach**

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by DfE, which requires a limited assurance engagement as set out 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 trust's income and expenditure.

The work undertaken to draw our conclusion included:

- Reviewed expenditure against specific terms of grant funding within the funding agreement
- Ensured that grants have been applied for the purposes intended
- Confirmed internal control procedures exist relating to expenditure incurred of cash
- Confirmed items claimed on cash are not for personal benefit
- Reviewed expenditure and considered whether any supply from related parties
- Reviewed minutes for declarations of interest
- Considered whether other income activities are permitted within the academy trust's charitable objects.
- Considered if borrowing agreements, including leases, have been made in accordance with the academy trust handbook
- Confirmed that procurement and tendering procedures exist relating to expenditure and have been complied with.

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Independent reporting accountant's report on regularity to Hailsham Community College Academy Trust and the Secretary of State for Education (continued)**

**Conclusion**

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

Reporting Accountant  
**Kreston Reeves Audit LLP**  
Statutory Auditor

Date:

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Statement of financial activities (incorporating income and expenditure account)**  
**For the year ended 31 August 2025**

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
<b>Income from:</b>						
Donations and capital grants	3	3,246	-	808,034	811,280	276,278
Other trading activities	5	389,198	59,487	-	448,685	355,469
Investments	6	4,846	57,000	-	61,846	54,172
Charitable activities		-	12,087,439	-	12,087,439	11,649,926
<b>Total income</b>		<b>397,290</b>	<b>12,203,926</b>	<b>808,034</b>	<b>13,409,250</b>	<b>12,335,845</b>
<b>Expenditure on:</b>						
Raising funds		231,141	-	-	231,141	146,396
Charitable activities		-	13,260,981	354,072	13,615,053	11,997,733
<b>Total expenditure</b>		<b>231,141</b>	<b>13,260,981</b>	<b>354,072</b>	<b>13,846,194</b>	<b>12,144,129</b>
<b>Net income/(expenditure)</b>		<b>166,149</b>	<b>(1,057,055)</b>	<b>453,962</b>	<b>(436,944)</b>	<b>191,716</b>
Transfers between funds	17	(1,026,873)	1,026,873	-	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>(860,724)</b>	<b>(30,182)</b>	<b>453,962</b>	<b>(436,944)</b>	<b>191,716</b>
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	24	-	(53,000)	-	(53,000)	(49,000)
<b>Net movement in funds</b>		<b>(860,724)</b>	<b>(83,182)</b>	<b>453,962</b>	<b>(489,944)</b>	<b>142,716</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		2,471,507	83,182	17,550,998	20,105,687	19,962,971
Net movement in funds		(860,724)	(83,182)	453,962	(489,944)	142,716
<b>Total funds carried forward</b>		<b>1,610,783</b>	<b>-</b>	<b>18,004,960</b>	<b>19,615,743</b>	<b>20,105,687</b>

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

The notes on pages 32 to 57 form part of these financial statements.

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**  
**Registered number: 08127108**

**Balance Sheet**  
**As at 31 August 2025**

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	13	17,293,686	17,550,998
		<u>17,293,686</u>	<u>17,550,998</u>
<b>Current assets</b>			
Stocks	14	2,914	2,914
Debtors	15	872,709	258,860
Cash at bank and in hand		2,348,876	3,151,212
		<u>3,224,499</u>	<u>3,412,986</u>
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	16	(902,442)	(858,297)
		<u>2,322,057</u>	<u>2,554,689</u>
<b>Net current assets</b>		<u>2,322,057</u>	2,554,689
<b>Total assets less current liabilities</b>		<u>19,615,743</u>	<u>20,105,687</u>
<b>Total net assets</b>		<u>19,615,743</u>	<u>20,105,687</u>
<b>Funds of the academy trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	17	18,004,960	17,550,998
Restricted income funds	17	-	83,182
<b>Total restricted funds</b>	17	<u>18,004,960</u>	<u>17,634,180</u>
<b>Unrestricted income funds</b>	17	<u>1,610,783</u>	<u>2,471,507</u>
<b>Total funds</b>		<u>19,615,743</u>	<u>20,105,687</u>

The financial statements on pages 29 to 57 were approved and authorised for issue by the trustees and are signed on their behalf, by:



**J Prower**  
 (Trustee and Chair of Audit & Risk)  
 Date: 17 December 2025

The notes on pages 32 to 57 form part of these financial statements.

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Statement of Cash Flows**  
**For the year ended 31 August 2025**

	<b>Note</b>	<b>2025</b> £	2024 £
<b>Cash flows from operating activities</b>			
Net cash (used in)/provided by operating activities	19	<b>(710,423)</b>	845,171
<b>Cash flows from investing activities</b>			
	20	<b>(91,913)</b>	(95,791)
<b>Change in cash and cash equivalents in the year</b>		<b>(802,336)</b>	749,380
Cash and cash equivalents at the beginning of the year		<b>3,151,212</b>	2,401,832
<b>Cash and cash equivalents at the end of the year</b>	21, 22	<b><u>2,348,876</u></b>	<b><u>3,151,212</u></b>

The notes on pages 32 to 57 form part of these financial statements

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**1. Accounting policies**

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

**1.1 Basis of preparation**

The financial statements of the academy trust, 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 (Charities SORP (FRS 102)), the Academies Accounts Direction 2024 to 2025 issued by DfE, the Charities Act 2011 and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the academy trust. Monetary amounts in these financial statements are rounded to the nearest £.

**1.2 Going concern**

Hailsham Community College has transferred to another multi academy trust post year-end. The assets and liabilities transferred at book value, and the Trustees therefore do not consider it necessary to revalue these at the balance sheet date.

Hailsham Community College Academy Trust will continue as a dormant entity for at least 12 months from the signing date of these financial statements and therefore the Trustees consider the going concern basis of accounts preparation to be appropriate.

**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**1. Accounting policies (continued)**

**1.3 Income**

All incoming resources are recognised when the academy trust 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 trust has provided the goods or services.

• **Donated fixed assets (excluding transfers on conversion or into the academy trust)**

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

**1.4 Expenditure**

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

• **Expenditure on raising funds**

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

**Hailsham Community College Academy Trust**  
**(A company limited by guarantee)**

**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**1. Accounting policies (continued)**

**1.4 Expenditure (continued)**

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 Government grants**

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

**1.6 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the academy trust; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**1.7 Taxation**

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

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

**1.8 Tangible fixed assets**

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**1. Accounting policies (continued)**

**1.8 Tangible fixed assets (continued)**

Depreciation is provided on the following bases:

Freehold property	- 50 years straight line
Long-term leasehold property	- over the life of the lease
Furniture and equipment	- 10% straight line
Computer equipment	- 33% straight line

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

**1.9 Stocks**

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

**1.10 Debtors**

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

**1.11 Cash at bank and in hand**

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

**1.12 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 trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

**1.13 Financial instruments**

The academy trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy trust 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.

**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**1. Accounting policies (continued)**

**1.14 Operating leases**

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

**1.15 Pensions**

Retirement benefits to employees of the academy trust 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 to spread the cost of pensions over employees' working lives with the academy trust 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 based on 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 trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

**1.16 Fund accounting**

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

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

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

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

**Hailsham Community College Academy Trust**  
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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

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

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

Critical accounting estimates and assumptions:

The academy trust makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a 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 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The plan surplus as at 31 August 2025 was £2,304,000 (2024: £899,000). A pension plan asset is recognised to the extent that the company is able to recover the surplus either through reduced contributions in the future or through refunds from the plan. In the opinion of the trustees, the academy trust will not recover the surplus through reduced contributions and they do not anticipate receiving any refunds from the plan and therefore the net surplus recognised within the financial statements has been restricted to £NIL.

Critical areas of judgement:

**Depreciation**

The assets are depreciated down to their residual values over their estimated useful economic lives or evenly over the term of the lease (if applicable).

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

	<b>Unrestricted funds 2025 £</b>	<b>Restricted fixed asset funds 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Donations	3,246	25,000	<b>28,246</b>	5,141
Capital grants	-	783,034	<b>783,034</b>	271,137
	<u>3,246</u>	<u>808,034</u>	<u><b>811,280</b></u>	<u>276,278</u>
Total 2024	<u>5,141</u>	<u>271,137</u>	<u>276,278</u>	

**Hailsham Community College Academy Trust**  
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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**4. Funding for the academy trust's charitable activities**

	<b>Restricted funds 2025 £</b>	<b>Total funds 2025 £</b>	Total funds 2024 £
<b>Academy trust educational operations</b>			
<b>DfE grants</b>			
General Annual Grant (GAG)	9,373,729	<b>9,373,729</b>	8,714,246
Other DfE grants			
Pupil Premium	455,146	<b>455,146</b>	645,943
UFSM	72,441	<b>72,441</b>	64,895
PE & Sports Grant	18,320	<b>18,320</b>	17,740
Teachers Pay Grant	155,776	<b>155,776</b>	154,504
Teachers Pension Grant	243,643	<b>243,643</b>	125,641
Mainstream Supplementary Grant	331,907	<b>331,907</b>	300,714
16-19 funding	811,869	<b>811,869</b>	919,268
Others	37,445	<b>37,445</b>	117,442
	<hr/>	<hr/>	<hr/>
	11,500,276	<b>11,500,276</b>	11,060,393
<b>Other Government grants</b>			
SEN	278,712	<b>278,712</b>	273,729
Early years	166,272	<b>166,272</b>	133,273
Other	119,213	<b>119,213</b>	155,312
	<hr/>	<hr/>	<hr/>
	564,197	<b>564,197</b>	562,314
<b>Other income from the academy trust's educational operations</b>			
	22,966	<b>22,966</b>	27,219
	<hr/>	<hr/>	<hr/>
	12,087,439	<b>12,087,439</b>	11,649,926
	<hr/>	<hr/>	<hr/>
Total 2024	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	11,649,926	11,649,926	

**Hailsham Community College Academy Trust**  
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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**5. Income from other trading activities**

	<b>Unrestricted funds 2025 £</b>	<b>Restricted funds 2025 £</b>	<b>Total funds 2025 £</b>	Total funds 2024 £
Income from other schools and outside bodies	-	59,487	<b>59,487</b>	36,689
Letting income	31,056	-	<b>31,056</b>	50,682
Other income	135,017	-	<b>135,017</b>	145,317
School fund income	223,125	-	<b>223,125</b>	122,781
	<u>389,198</u>	<u>59,487</u>	<u><b>448,685</b></u>	<u>355,469</u>
Total 2024	<u><u>318,780</u></u>	<u><u>36,689</u></u>	<u><u>355,469</u></u>	

**6. Investment income**

	<b>Unrestricted funds 2025 £</b>	<b>Restricted funds 2025 £</b>	<b>Total funds 2025 £</b>	Total funds 2024 £
Bank interest received	4,846	-	<b>4,846</b>	4,172
Pension income	-	57,000	<b>57,000</b>	50,000
	<u>4,846</u>	<u>57,000</u>	<u><b>61,846</b></u>	<u>54,172</u>
Total 2024	<u><u>4,172</u></u>	<u><u>50,000</u></u>	<u><u>54,172</u></u>	

**Hailsham Community College Academy Trust**  
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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**7. Expenditure**

	<b>Staff Costs 2025 £</b>	<b>Premises 2025 £</b>	<b>Other 2025 £</b>	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Expenditure on fundraising trading activities:					
Direct costs	231,141	-	-	<b>231,141</b>	146,396
Academy trust educational operations:					
Direct costs	7,417,994	29,649	1,503,676	<b>8,951,319</b>	7,992,558
Allocated support costs	3,285,752	937,264	440,718	<b>4,663,734</b>	4,005,175
	<u>10,934,887</u>	<u>966,913</u>	<u>1,944,394</u>	<u><b>13,846,194</b></u>	<u>12,144,129</u>
Total 2024	<u>9,160,433</u>	<u>883,632</u>	<u>2,100,064</u>	<u>12,144,129</u>	

**8. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2025 £</b>	<b>Support costs 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Academy trust educational operations	8,951,319	4,663,734	<b>13,615,053</b>	11,997,733
Total 2024	<u>7,992,558</u>	<u>4,005,175</u>	<u>11,997,733</u>	

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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

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

**Analysis of direct costs**

	<b>Academy trust educational operations 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Staff costs	7,417,994	<b>7,417,994</b>	6,397,834
Depreciation	354,072	<b>354,072</b>	396,191
Technology costs	121,430	<b>121,430</b>	132,570
Educational supplies	517,765	<b>517,765</b>	639,937
Examination fees	120,747	<b>120,747</b>	147,663
Staff development	21,876	<b>21,876</b>	20,337
Educational consultancy	345,101	<b>345,101</b>	155,317
Other direct costs	11,866	<b>11,866</b>	22,778
Recruitment and support	10,819	<b>10,819</b>	38,858
Operating lease costs	29,649	<b>29,649</b>	41,073
	<u>8,951,319</u>	<u><b>8,951,319</b></u>	<u>7,992,558</u>
Total 2024	<u>7,992,558</u>	<u>7,992,558</u>	

**Hailsham Community College Academy Trust**  
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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

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

**Analysis of support costs**

	<b>Academy trust educational operations 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Staff costs	3,289,752	<b>3,289,752</b>	2,762,599
Maintenance of premises and equipment	536,999	<b>536,999</b>	406,285
Cleaning	111,310	<b>111,310</b>	109,672
Rent and rates	33,323	<b>33,323</b>	39,941
Energy costs	218,215	<b>218,215</b>	267,054
Insurance	44,935	<b>44,935</b>	49,546
Security and transport	27,910	<b>27,910</b>	10,002
Catering	219,193	<b>219,193</b>	207,328
Other support costs	76,044	<b>76,044</b>	126,999
Audit and accountancy fees	28,331	<b>28,331</b>	23,950
Legal and professional	77,722	<b>77,722</b>	1,799
	<u>4,663,734</u>	<u><b>4,663,734</b></u>	<u>4,005,175</u>
	<u>4,005,175</u>	<u>4,005,175</u>	
Total 2024			

Governance costs in the year included £28,331 of audit and accountancy fees (2024: £23,950) and £77,722 of legal and professional fees (2024: £1,799).

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

Net income/(expenditure) for the year includes:

	<b>2025 £</b>	<b>2024 £</b>
Depreciation of tangible fixed assets	<b>354,072</b>	396,191
Fees paid to auditor for:		
- audit	<b>18,900</b>	18,000
- other services	<b>4,875</b>	5,950
	<u><b>18,900</b></u>	<u>18,000</u>
	<u><b>4,875</b></u>	<u>5,950</u>

**Hailsham Community College Academy Trust**  
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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**10. Staff**

**a. Staff costs and employee benefits**

Staff costs during the year were as follows:

	<b>2025</b>	2024
	£	£
Wages and salaries	<b>7,725,807</b>	6,849,257
Social security costs	<b>795,883</b>	649,002
Pension costs	<b>1,831,087</b>	1,480,524
	<b>10,352,777</b>	8,978,783
Agency staff costs	<b>266,067</b>	167,950
Staff restructuring costs	<b>88,902</b>	13,700
	<b>10,707,746</b>	9,160,433

Staff restructuring costs comprise:

	<b>2025</b>	2024
	£	£
Redundancy payments	<b>28,859</b>	13,700
Severance payments	<b>60,043</b>	-
	<b>88,902</b>	13,700

**b. Severance payments**

The academy trust paid 3 severance payments in the year (2024 - 2), disclosed in the following bands:

	<b>2025</b>	2024
	No.	No.
£0 - £25,000	<b>1</b>	1
£25,001 - £50,000	<b>2</b>	-

**c. Special staff severance payments**

Included in staff restructuring costs are special severance payments totalling £60,043 (2024: £Nil). Individually, the payments were: £20,000, £20,000, £20,043.

**Hailsham Community College Academy Trust**  
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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**10. Staff (continued)**

**d. Staff numbers**

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

	<b>2025</b>	2024
	<b>No.</b>	No.
Teachers	<b>94</b>	99
Administration & support	<b>98</b>	105
Management	<b>10</b>	11
	<u><b>202</b></u>	<u>215</u>

**e. Higher paid staff**

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

	<b>2025</b>	2024
	<b>No.</b>	No.
In the band £60,001 - £70,000	<b>10</b>	4
In the band £70,001 - £80,000	<b>1</b>	2
In the band £80,001 - £90,000	<b>2</b>	2
In the band £90,001 - £100,000	<b>2</b>	1
In the band £100,001 - £110,000	<b>2</b>	-
	<u><b>2</b></u>	<u>-</u>

**f. Key management personnel**

The key management personnel of the academy trust comprise the trustees, the Key management personnel as listed on page 1 and the senior management team. 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 trust was £1,153,588 (2024 - £878,321).

**Hailsham Community College Academy Trust**  
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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**11. Trustees' remuneration and expenses**

One or more trustees has been paid remuneration or has received other benefits from an employment with the academy trust. 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 2025, no trustee expenses have been incurred (2024 - £NIL).

**12. Trustees' and Officers' insurance**

In accordance with normal commercial practice, the academy trust has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust 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.

**Hailsham Community College Academy Trust**  
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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**13. Tangible fixed assets**

	Freehold property £	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
<b>Cost or valuation</b>						
At 1 September 2024	8,347,917	10,400,000	1,038,070	1,062,741	23,995	20,872,723
Additions	20,317	-	16,907	59,535	-	96,759
At 31 August 2025	<u>8,368,234</u>	<u>10,400,000</u>	<u>1,054,977</u>	<u>1,122,276</u>	<u>23,995</u>	<u>20,969,482</u>
<b>Depreciation</b>						
At 1 September 2024	1,394,925	319,992	715,395	867,418	23,995	3,321,725
Charge for the year	133,062	63,996	61,639	95,374	-	354,071
At 31 August 2025	<u>1,527,987</u>	<u>383,988</u>	<u>777,034</u>	<u>962,792</u>	<u>23,995</u>	<u>3,675,796</u>
<b>Net book value</b>						
At 31 August 2025	<u><u>6,840,247</u></u>	<u><u>10,016,012</u></u>	<u><u>277,943</u></u>	<u><u>159,484</u></u>	<u><u>-</u></u>	<u><u>17,293,686</u></u>
At 31 August 2024	<u><u>6,952,992</u></u>	<u><u>10,080,008</u></u>	<u><u>322,675</u></u>	<u><u>195,323</u></u>	<u><u>-</u></u>	<u><u>17,550,998</u></u>

**14. Stocks**

	2025 £	2024 £
Finished goods and goods for resale	<u>2,914</u>	<u>2,914</u>

**15. Debtors**

	2025 £	2024 £
<b>Due within one year</b>		
Other debtors	104,758	137,883
Prepayments and accrued income	767,951	120,977
	<u>872,709</u>	<u>258,860</u>

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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

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

	<b>2025</b>	2024
	£	£
Trade creditors	<b>326,116</b>	254,238
Other taxation and social security	<b>212,610</b>	149,153
Other creditors	<b>210,631</b>	178,845
Accruals and deferred income	<b>153,085</b>	276,061
	<u><b>902,442</b></u>	<u>858,297</u>
	<u><u><b>902,442</b></u></u>	<u><u>858,297</u></u>
	<b>2025</b>	2024
	£	£
Deferred income at 1 September 2024	<b>31,127</b>	148,019
Resources deferred during the year	<b>118,908</b>	31,127
Amounts released from previous periods	<b>(31,127)</b>	(148,019)
	<u><b>118,908</b></u>	<u>31,127</u>
	<u><u><b>118,908</b></u></u>	<u><u>31,127</u></u>

At the balance sheet date the Academy held funds received in respect of schools trip income, primary growth funding and SGO funding which relates to future periods.

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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**17. Statement of funds**

	<b>As restated Balance at 1 September 2023 £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Transfers in/out £</b>	<b>Gains/ (Losses) £</b>	<b>Balance at 31 August 2025 £</b>
<b>Unrestricted funds</b>						
General Funds - all funds	<b>2,471,507</b>	<b>397,290</b>	<b>(231,141)</b>	<b>(1,026,873)</b>	<b>-</b>	<b>1,610,783</b>
<b>Restricted general funds</b>						
General Annual Grant (GAG) and other government grants	<b>83,182</b>	<b>9,373,729</b>	<b>(10,483,784)</b>	<b>1,026,873</b>	<b>-</b>	<b>-</b>
Pupil Premium	<b>-</b>	<b>455,146</b>	<b>(455,146)</b>	<b>-</b>	<b>-</b>	<b>-</b>
UIFSM	<b>-</b>	<b>72,441</b>	<b>(72,441)</b>	<b>-</b>	<b>-</b>	<b>-</b>
PE & Sports Grant	<b>-</b>	<b>18,320</b>	<b>(18,320)</b>	<b>-</b>	<b>-</b>	<b>-</b>
Teachers Pay Grant	<b>-</b>	<b>155,776</b>	<b>(155,776)</b>	<b>-</b>	<b>-</b>	<b>-</b>
Teachers Pension Grant	<b>-</b>	<b>243,643</b>	<b>(243,643)</b>	<b>-</b>	<b>-</b>	<b>-</b>
Mainstream Supplementary Grant	<b>-</b>	<b>331,907</b>	<b>(331,907)</b>	<b>-</b>	<b>-</b>	<b>-</b>
16-19 funding	<b>-</b>	<b>811,869</b>	<b>(811,869)</b>	<b>-</b>	<b>-</b>	<b>-</b>
Other DfE grants	<b>-</b>	<b>37,445</b>	<b>(37,445)</b>	<b>-</b>	<b>-</b>	<b>-</b>
SEN	<b>-</b>	<b>278,712</b>	<b>(278,712)</b>	<b>-</b>	<b>-</b>	<b>-</b>
Early Years	<b>-</b>	<b>166,272</b>	<b>(166,272)</b>	<b>-</b>	<b>-</b>	<b>-</b>
Other Government Grants	<b>-</b>	<b>119,213</b>	<b>(119,213)</b>	<b>-</b>	<b>-</b>	<b>-</b>
Other income from educational operations	<b>-</b>	<b>22,966</b>	<b>(22,966)</b>	<b>-</b>	<b>-</b>	<b>-</b>
Income from other schools and outside bodies	<b>-</b>	<b>59,487</b>	<b>(59,487)</b>	<b>-</b>	<b>-</b>	<b>-</b>
Pension reserve	<b>-</b>	<b>57,000</b>	<b>(4,000)</b>	<b>-</b>	<b>(53,000)</b>	<b>-</b>
	<b>83,182</b>	<b>12,203,926</b>	<b>(13,260,981)</b>	<b>1,026,873</b>	<b>(53,000)</b>	<b>-</b>

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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

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

**Restricted fixed  
asset funds**

Restricted Fixed Asset Fund	<b>17,550,998</b>	<b>808,034</b>	<b>(354,072)</b>	<b>-</b>	<b>-</b>	<b>18,004,960</b>
<b>Total Restricted funds</b>	<b>17,634,180</b>	<b>13,011,960</b>	<b>(13,615,053)</b>	<b>1,026,873</b>	<b>(53,000)</b>	<b>18,004,960</b>
<b>Total funds</b>	<b>20,105,687</b>	<b>13,409,250</b>	<b>(13,846,194)</b>	<b>-</b>	<b>(53,000)</b>	<b>19,615,743</b>

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

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 Department for Education where the asset acquired or created is held for a specific purpose.

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

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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

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

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

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	As restated Balance at 31 August 2023 £
<b>Unrestricted funds</b>						
General Funds - all funds	2,289,810	328,093	(146,396)	-	-	2,471,507
<b>Restricted general funds</b>						
General Annual Grant (GAG) and other government grants	(249,346)	11,060,393	(10,899,038)	171,173	-	83,182
Local Authority grants	75,282	562,314	(637,596)	-	-	-
Other income for educational purposes	-	27,219	(27,219)	-	-	-
Restricted other trading activities	-	36,689	(36,689)	-	-	-
Pension reserve	-	50,000	(1,000)	-	(49,000)	-
	(174,064)	11,736,615	(11,601,542)	171,173	(49,000)	83,182
<b>Restricted fixed asset funds</b>						
Restricted Fixed Asset Fund	17,847,225	271,137	(396,191)	(171,173)	-	17,550,998
<b>Total Restricted funds</b>	17,673,161	12,007,752	(11,997,733)	-	(49,000)	17,634,180
<b>Total funds</b>	19,962,971	12,335,845	(12,144,129)	-	(49,000)	20,105,687

**Hailsham Community College Academy Trust**  
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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

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

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

	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	-	17,293,686	<b>17,293,686</b>
Current assets	1,610,783	902,442	711,274	<b>3,224,499</b>
Creditors due within one year	-	(902,442)	-	<b>(902,442)</b>
<b>Total</b>	<b>1,610,783</b>	<b>-</b>	<b>18,004,960</b>	<b>19,615,743</b>

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

	Unrestricted funds 2024 £	As restated Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	17,550,998	17,550,998
Current assets	2,471,507	941,479	-	3,412,986
Creditors due within one year	-	(858,297)	-	(858,297)
<b>Total</b>	<b>2,471,507</b>	<b>83,182</b>	<b>17,550,998</b>	<b>20,105,687</b>

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

	2025 £	2024 £
Net (expenditure)/income for the year (as per Statement of financial activities)	<b>(436,944)</b>	191,716
<b>Adjustments for:</b>		
Depreciation	<b>354,071</b>	396,190
Interest receivable	<b>(4,846)</b>	(4,172)
Defined benefit pension scheme cost less contributions payable	<b>(1,000)</b>	(221,285)
Defined benefit pension scheme finance cost	<b>(52,000)</b>	(45,000)
Increase in debtors	<b>(613,849)</b>	(62,384)
Increase in creditors	<b>44,145</b>	590,106
<b>Net cash (used in)/provided by operating activities</b>	<b>(710,423)</b>	845,171

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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**20. Cash flows from investing activities**

	2025 £	2024 £
Dividends, interest and rents from investments	4,846	4,172
Purchase of tangible fixed assets	(96,759)	(107,682)
Proceeds from the sale of tangible fixed assets	-	7,719
<b>Net cash used in investing activities</b>	<b>(91,913)</b>	<b>(95,791)</b>

**21. Analysis of cash and cash equivalents**

	2025 £	2024 £
Cash in hand and at bank	2,348,876	3,151,212
<b>Total cash and cash equivalents</b>	<b>2,348,876</b>	<b>3,151,212</b>

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

	At 1 September 2024 £	Cash flows £	At 31 August 2025 £
Cash at bank and in hand	3,151,212	(802,336)	2,348,876
	<b>3,151,212</b>	<b>(802,336)</b>	<b>2,348,876</b>

**23. Capital commitments**

	2025 £	2024 £
<b>Contracted for but not provided in these financial statements</b>		
Acquisition of tangible fixed assets	558,307	-

**24. Pension commitments**

The academy trust'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 East Sussex County Council. Both are multi-employer defined benefit schemes.

**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**24. Pension commitments (continued)**

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

Contributions amounting to £210,631 were payable to the schemes at 31 August 2025 (2024 - £178,845) 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.

**Valuation of the Teachers' Pension Scheme**

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

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

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

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

The employer's pension costs paid to TPS in the year amounted to £1,389,587 (2024 - £1,106,837).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website [https://www.teacherspensions.co.uk/-/media/documents/member/documents/factors/valuation/tps-ew-2020-valuation-results-report---26\\_10\\_23-\(002\).ashx?rev=aba4c7a4288a480487ee087589a8eda6&hash=732241CC7](https://www.teacherspensions.co.uk/-/media/documents/member/documents/factors/valuation/tps-ew-2020-valuation-results-report---26_10_23-(002).ashx?rev=aba4c7a4288a480487ee087589a8eda6&hash=732241CC7).

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

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**24. Pension commitments (continued)**

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £571,000 (2024 - £457,000), of which employer's contributions totalled £437,000 (2024 - £346,000) and employees' contributions totalled £134,000 (2024 - £111,000). The agreed contribution rates for future years are 20.4 per cent for employers and 6.1 per cent for employees.

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

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

**Principal actuarial assumptions**

	<b>2025</b>	2024
	%	%
Rate of increase in salaries	<b>3.6</b>	3.8
Rate of increase for pensions in payment/inflation	<b>2.6</b>	2.8
Discount rate for scheme liabilities	<b>6.1</b>	5.1

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

	<b>2025</b>	2024
	Years	Years
Retiring today		
Males	<b>21.8</b>	20.8
Females	<b>24.1</b>	23.8
Retiring in 20 years		
Males	<b>23.4</b>	21.8
Females	<b>25.8</b>	25.4

**Sensitivity analysis**

	<b>2025</b>	2024
	£000	£000
Discount rate -0.1%	<b>102</b>	127
Salary increase rate + 0.1%	<b>6</b>	8

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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**24. Pension commitments (continued)**

**Share of scheme assets**

The academy trust's share of the assets in the scheme was:

	<b>At 31 August 2025</b>	At 31 August 2024
	£	£
Equities	<b>4,797,000</b>	4,414,000
Corporate bonds	<b>1,259,000</b>	978,000
Property	<b>1,034,000</b>	951,000
Cash and other liquid assets	<b>135,000</b>	109,000
<b>Total market value of assets</b>	<b>7,225,000</b>	6,452,000

The actual return on scheme assets was £96,000 (2024 - £532,000).

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

	<b>2025</b>	2024
	£	£
Current service cost	<b>(436,000)</b>	(342,000)
Interest cost	<b>57,000</b>	50,000
Administrative expenses	<b>(5,000)</b>	(5,000)
<b>Total amount recognised in the Statement of Financial Activities</b>	<b>(384,000)</b>	(297,000)

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

	<b>2025</b>	2024
	£	£
<b>At 1 September</b>	<b>5,553,000</b>	4,784,000
Current service cost	<b>436,000</b>	342,000
Interest cost	<b>284,000</b>	254,000
Employee contributions	<b>134,000</b>	111,000
Actuarial (gains)/losses	<b>(1,390,000)</b>	158,000
Benefits paid	<b>(96,000)</b>	(96,000)
<b>At 31 August</b>	<b>4,921,000</b>	5,553,000

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**Notes to the Financial Statements**  
**For the year ended 31 August 2025**

**24. Pension commitments (continued)**

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

	<b>2025</b>	2024
	£	£
<b>At 1 September</b>	<b>5,553,000</b>	4,784,000
Interest income	<b>341,000</b>	304,000
Actuarial (losses)/gains	<b>(1,443,000)</b>	109,000
Employer contributions	<b>437,000</b>	346,000
Employee contributions	<b>134,000</b>	111,000
Benefits paid	<b>(96,000)</b>	(96,000)
Administration expenses	<b>(5,000)</b>	(5,000)
<b>At 31 August</b>	<b>4,921,000</b>	5,553,000

As set out in note 2, the plan surplus as at 31 August 2025 was £2,304,000 (2024: £899,000). The trustees, are not expecting to recover the surplus through reduced contributions and they do not anticipate receiving any refunds from the plan and therefore the net surplus recognised within the financial statements has been restricted to £NIL.

**25. Operating lease commitments**

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

	<b>2025</b>	2024
	£	£
Not later than 1 year	<b>13,004</b>	6,607
Later than 1 year and not later than 5 years	<b>11,635</b>	-
	<b>24,639</b>	6,607

**26. 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 £1 for the debts and liabilities contracted before he/she ceases to be a member.

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**Notes to the Financial Statements**  
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**27. Related party transactions**

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

J Prower and R Hancell are trustees of both Hailsham Community College Academy Trust and Mark Education Trust:

During the year, Mark Education Trust provided management services to the Trust. Fees of £176,212 (2024: £76,683) were charged by Mark Education Trust to the Trust for these services. £21,695 (2024: £16,041) was owed to Mark Education Trust at the year end.

**28. Post balance sheet events**

Hailsham Community College has transferred to Mark Education Trust post year-end. The assets and liabilities were transferred at book value to Mark Education Trust, and the Trustees therefore do not consider it necessary to revalue these at the balance sheet date.