

Company Registration No.08085808 (England and Wales)

**ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY**  
**(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

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# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## REFERENCE AND ADMINISTRATIVE DETAILS

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<b>Trustees</b>	His Eminence Archbishop of Thyateira and Great Britain A Christou* A Prescod* A Adrien C Vradis (Resigned 30.04.23) P Prodromou * A.Broadberry (Resigned 08.02.23) S Tsoukkas (Resigned 18.12.23) P Tragoulias A Mantilas * R Darko * Z Iliokaftou* N Gani N Tsiamas C Christodoulou (Resigned 27.11.23) C Kellaris* E Osagiobare (Resigned 18.10.22) H Peters (Appointed 25.9.23) R Hadingham (Appointed 27.11.23) L Fernandes (Appointed 27.11.23) C Christodoulou (Resigned 27.11.23)
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\* Members of the Finance Committee

<b>Members</b>	His Eminence Archbishop of Thyateira and Great Britain Dr A Theodorou A Dr A Andreou A Hawkins P Soteriou FCA V Baron
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<b>Senior management team</b>	
- Head Teacher	G Thomas (appointed 19.07.23) C Vradis (resigned 30.04.23)
- Deputy Head Teacher	A Adrien
- Assistant Head Teacher	E Hayward
- Assistant Head Teacher	I Loizou

<b>Company Secretary</b>	J Scarry (Resigned 31.08.22) V Yeats (Appointed 01.09.22)
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<b>Company registration number</b>	08085808 (England and Wales)
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<b>Registered office</b>	St Cyprian's Greek Orthodox Primary Academy Springfield Road Thornton Heath CR7 8DZ United Kingdom
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<b>Independent auditor</b>	Baxter & Co Lynwood House Crofton Road Orpington BR6 8QE
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<b>Bankers</b>	Lloyds Bank plc PO Box 1000 BX1 1LT
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# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

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The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 01 September 2022 to 31 August 2023. The annual report serves the purposes of both a Trustees' report, and a directors' report under company law.

The principal activity of the company is the operation of a state-funded Academy; St Cyprian's Greek Orthodox Primary Academy, providing a state education for students aged 3 to 11. It has a pupil capacity of 446 and had a roll of 359 in the school census on 19<sup>th</sup> January 2023.

#### **Structure, governance and management**

##### Constitution

The academy trust was incorporated as a company on 28 May 2012 and the predecessor school converted to academy status on 01 July 2012. The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust.

The Trustees of St Cyprian's Greek Orthodox Primary Academy are also the Directors of the charitable company for the purposes of company law.

Details of the Trustees who served during the year are included in the Reference and Administrative Details on page 1.

##### 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.

##### Trustees' indemnities

In accordance with normal commercial practice, the charitable company has purchased insurance to protect Directors and officers from claims arising from negligent acts, errors or omissions occurring while on company business.

No indemnities have been given to any third parties on behalf of any Trustees.

##### Method of recruitment and appointment or election of Trustees

In accordance with the articles, the Trustees are appointed as follows:

- a) A minimum of 9 Directors (Trustees) are appointed by the members of the Academy Trust and will include His Eminence Archbishop of Thyateira and Great Britain, or should he be unable or unwilling to act as Director, he shall be replaced by the most senior of the assistant bishops in the archdiocese who is willing and able to act;
- b) The Head Teacher is an ex officio Director;
- c) 2 Staff Directors appointed by Staff;
- d) 3 Parent Directors appointed by Parents;
- e) A further 2 directors may be co-opted by the Directors, with the consent of the Archbishop.

The term of all Directors except the Archbishop is 4 years. Directors can stand for re-election after this period.

Recommendations for new Directors will be reviewed by the Archbishop and members. Consideration will be given to any additional skills deemed to be appropriate to maintain a full complement of expertise on the governing body.

##### Policies and procedures adopted for the induction and training of Trustees

The training and induction provided for new Trustees will depend on their existing experience. A skills audit is undertaken to identify any specific needs. Where necessary, induction will provide training in charity, educational, legal and financial matters. All new Directors receive informal induction training via the Chair. Individual Governors also attended additional courses provided by Octavo during 2022/2023 including courses on safeguarding, strategic vision and planning, HR responsibilities for Governors and driving school improvement. All Directors are provided with copies of the Funding Agreement and Articles of Association together with policies, procedures, minutes, terms of reference, accounts, budget plans and other documents needed to undertake their role as Directors.

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# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

#### Organisational structure

The management structure consists of the Members, Directors (Trustees) and Senior Leadership Team. The aim of the structure is to devolve responsibility and encourage involvement in decision making at all levels. The Directors, through their committee structure, will oversee the quality of educational provision and challenge and monitor the performance of the Academy. They are responsible for approving an annual budget, monitoring performance against budget and taking key decisions regarding the direction of the Academy, capital expenditure and senior staff appointments.

The leadership team consists of the Head Teacher, Deputy Head, two senior team leaders and the school business manager. They manage and control the Academy at an executive level and are responsible for implementing the Academy's policies as approved by the Directors and reporting back to them. The Head Teacher, supported by the senior team, is responsible for the authorisation of expenditure and the appointment of staff within agreed parameters as set out in the formal scheme of delegation. As accounting officer, the Head Teacher is accountable for ensuring and maintaining a transparent system of effective internal controls.

The Trust has no subsidiaries or joint ventures.

#### Arrangements for setting pay and remuneration of key management personnel

The Trustees (Directors) consider that they are, together with the Head, and Deputy Head, the Senior Leadership Team. The Trustees give of their time freely. The remuneration of the Head, and Deputy Head is set out by the Pay and Personnel/Finance Committee and endorsed by the Full Governing Body. It is kept under annual review, through performance management by a panel comprising Directors from the Pay and Personnel Committee which includes the Chair of the Governing Body. Performance Management of the Deputy and the Assistant Heads is carried out by the Head Teacher who makes recommendations to the Pay and Personnel Committee. A number of criteria are used in setting pay:

- Nature of the role and responsibilities
- Competitor salaries in the region
- Performance Management targets
- Trends in pay

#### **Trade Union Facility Time**

##### **Relevant union officials**

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
2	1.5

##### **Percentage of time spent on facility time**

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

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

Total Cost of facility time	£161.80
Total Pay bill	£1,787k
Percentage of the total pay bill spent on facility time	0.01%

##### **Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours.	100%
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# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Related Parties and other Connected Charities and Organisations

St Cyprian's is an Academy with a designated religious character and as a result there is a continuing close relationship between the school and the congregations of the local Greek Orthodox churches, including The Greek Orthodox Church of Saints Constantine and Helen, Crystal Palace; The Greek Orthodox Church of Saint Nectarios, Battersea; and Nativity of the Mother of God (Cathedral), Camberwell. St Cyprian's Academy is also an honorary member of the Croydon Catholic Primary Academies' Umbrella Trust.

#### **Objectives and activities**

##### Objects and aims

The principal object and activity of the charitable company is the operation of St Cyprian's Greek Orthodox Primary Academy to provide education for pupils of differing abilities between the ages of 3 -11. The School has a designated Greek Orthodox religious character.

Admissions policy and arrangements for the Academy are in accordance with the admissions law and DfE codes of practice as they apply to maintained schools. This specifies the basis for admitting pupils to the Academy. The curriculum satisfies the requirements of section 78 of the Education Act 2002 providing a balanced and broadly based curriculum.

##### Objectives, strategies and activities

The main objectives of the Academy during the last year are summarised below:

- To ensure every child enjoys the same high quality education in terms of resourcing, teaching and care
- To raise the standard of educational achievement of all pupils
- To improve effectiveness of the Academy by keeping the curriculum and organisational structure under continual review
- To provide value for money for the sums expended
- To comply with all appropriate statutory and curriculum requirements
- To conduct the Academy's business in accordance with the highest standards of integrity, probity and openness.

##### Vision Statement

The aim of St Cyprian's Greek Orthodox Primary Academy is to provide its children with an outstanding primary education of the highest quality in a supportive learning environment through the National Curriculum in the core subjects enriched by the progressive teaching of the Greek Language and Christian Orthodox faith.

The Children will be equipped with the knowledge, skills and spirituality to enable them to achieve their full potential and prepare them for successful transition to secondary education and to contribute positively to the challenges of a diverse society.

##### Public benefit

The Academy Trust Directors have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission on their website in exercising their powers and duties.

#### **Strategic report**

##### Achievements and performance

In June 2017, the S48 (Religious Education) inspection found the Academy to be "outstanding". The Academy's flagship Inclusion status was renewed on 14 October 2022.

At the last Ofsted inspection carried out on 16th October 2018, the Ofsted rating for the school was continuing to be "Good". The Academy continues to hold the following externally validated awards Status, Primary Quality Mark.

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Key Performance Indicators

In 2023 the schools SAT's results combined score was 48%, with reading at 73%, writing at 55%, maths at 64% and GPS (grammar, spelling and punctuation) at 73%. The school's Early Years data was 67%. In addition, 64% of Year 1 children passed phonics at KS1. Attendance was 93.9% in 2022/2023

#### Going concern

The Board considered the budget forecasts (submitted to the ESFA in August 2022) for 2022-2023, 2023-24 and 2024-25 academic years that were based on a projection of falling pupil numbers at the school.

Pupil numbers were forecast to follow a declining trend with the corresponding budget deficits aligning and increasing. A decision was made in July 2022 at FGB to separate the Nursery provision from Reception, which should enable better provision for the children in those years as well as enabling the improvement of Nursery pupil numbers.

The Interim Head is undertaking a full review of the organisation as a whole with a view to setting the school on a positive trajectory and closing the deficit.

The continued impact of the funding gap will remain an issue if funding does not keep in line with staff costs.

The Board identifies risks as follows:

- Decline in pupil numbers
- The amount of children leaving the school
- The Academy not being rated as Outstanding
- Retention of experience staff / High Turnover
- Accurate budget forecasting
- Higher cost of supplies and services in particular the cost of utilities and energy
- Over reliance on supply teachers and the associated costs

In July 2023, the FGB appointed a highly experienced Interim Head Teacher following the departure of Mr Vradis. The Interim Head has been tasked with addressing the above risks and prepare the school and staff in anticipation of an Ofsted inspection. Consequently, the board of trustees has a reasonable expectation that based on the above, the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements.

After making appropriate enquiries, the board of trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

#### **Financial review**

We receive our income from a number of different sources. The majority of our income comes from central government via the Education and Skills Funding Agency who provide us with grant, based largely on our student numbers to cover our staffing and other general running costs (General Annual Grant - GAG). The ESFA may provide us with additional grants which are earmarked for specific purposes (such as Pupil Premium which must be used to raise the attainment of disadvantaged pupils). These appear in the accounts as DfE/ESFA grants. Where we receive grant or other funding from the Local Authority (such as where we undertake responsibilities on their behalf in respect of our students) this appears in the accounts as other government grants. Such income is collectively referred to as "Restricted Funds".

Other income is received from parents (for example as contributions to trip or other costs) and from third parties (for example from our bank for interest on our account balances or from others who are charged for their use of our facilities) Such other income may be restricted or unrestricted, depending on whether it comes to us with conditions as to its use or whether it is available for spending at the discretion of the trustees. We received additional funds through fund-raising and support from the Arch Diocese.

We hold funds in two broad categories, funds which are available for spending and other funds which are not available for spending.

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

Spendable funds are in turn sub-categorised between those which are available for spending at the discretion of trustees ("Unrestricted Funds") and those which are subject to condition or restriction, ("Restricted Funds").

Funds not available for spending include the book value of fixed assets such as land, buildings and equipment. These have a value and are therefore included as assets in the accounts but clearly, we cannot spend this value. In common with all academies and Local Authorities, our share of the Local Government Pension Scheme deficit must also be reflected in our accounts and as this is not a conventional liability, it does not need to be deducted from spendable funds. We meet our obligations in respect of the LGPS by paying over pension contributions due as calculated by the scheme's actuaries.

The following balances held were held at 31 August:

<b>Fund</b>	<b>Category</b>	<b>2023 £'000</b>	<b>2022 £'000</b>
GAG	Restricted General Funds	-	-
Other Grants	Restricted General Funds	-	-
Other Income	Restricted General Funds	-	-
	<b><i>Sub-total General Restricted Funds</i></b>	<b>-</b>	<b>-</b>
Unspent Capital Grants	Restricted Fixed Asset Fund	34	9
Other Income	Unrestricted General Fund	115	157
	<b><i>Sub-Total Spendable Funds</i></b>	<b>149</b>	<b>166</b>
Net Book Value of Fixed Assets	Restricted Fixed Asset Fund	1,328	1,391
Share of LGPS Surplus / (Deficit)	Restricted Pension Reserve	5	(245)
	<b><i>Total All Funds</i></b>	<b><u>1,482</u></b>	<b><u>1,312</u></b>

During the year under review there were no changes (2022: no changes) on general restricted funds, a decrease of £42k (2022: increase of £13k) on unrestricted funds and after LGPS valuation adjustments, depreciation and capital income and expenditure, an overall increase of £170k (2022: increase of £1,196k) on total funds.

#### Reserves policy

The principal policy on reserves is that accumulation of unspent GAG balances should not breach any limits thereon set out in the Funding agreement. The level of reserves should never be in deficit. The Directors have reviewed the reserves of the charity; this review encompassed the nature of the income and expenditure streams, the need to match them with commitments, and the nature of reserves.

Each year the Trustees review the resource requirements and grant and other income that is forecast for the coming year and an annual budget is formulated and approved.

Pupil numbers for 2022-23 fell again and a deficit budget was forecast for 2024-2025 and 2025-2026. Work to address this is ongoing and is largely following the ESFA's advice of 2021-22.

#### Investment policy and powers

The Academy does not hold any investments at the current time and the accounting policy for this will be determined as and when it arises. The aim is to ensure sufficient funds are available at short or no notice to meet foreseeable requirements. Any surplus cash is held in the Academy's bank account. Speculative investments are not permitted.



# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Principal risks and uncertainties

The trustees have assessed the major risks to which the Academy is exposed, in particular those relating to academic performance/finances/child welfare/admissions. The trustees have implemented a number of systems to assess risks that the Academy faces, and have developed policies and procedures to mitigate those risks. Where significant financial risk still remains they have ensured they have adequate insurance cover. The Academy has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

The principal financial risk faced by the company is that ongoing pressure on funding as a result of a falling roll results in a risk that deficits may be experienced. The budgeting and reporting process, including scrutiny by the Trustees of actual financial performance, mitigates the risk to an extent.

The Academy recognises the need to attract more pupils to the school. The Board believes the most effective medium is by the Academy being rated as Outstanding by Ofsted.

As the nature of the financial instruments dealt with by the company is relatively simple (bank balances, debtors and "trade" creditors), trustees consider the associated risk in this area to be medium / high.

The risk resulting from the company's share of the LGPS deficit is managed by following the advice of the scheme's actuaries, specifically as regards the level of contributions payable, ensuring that annual budgets are drawn up to reflect the actuary's advice.

Most of the company's income is obtained from the DfE (via the Education and Skills Funding Agency) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the period ended 31 August 2023 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The Premises and H&S committee monitors the fabric of the premises. Where required, monitoring includes review of the output provided by external professional services to survey and report on aspects of the premises condition from time-to-time.

#### **Our fundraising practices**

The Academy organises its own fundraising events with parents that include the summer and winter fairs and Mufti days.

The Academy did not use professional fundraisers but involved some commercial participators in the academic year.

There have been no complaints about fundraising activity this year.

The trust complies with the Fundraising Regulator's Code of Fundraising Practice.

All fundraising is undertaken by the Academy in a manner that seeks to ensure that it is not unreasonably intrusive or persistent. Contact is made through texts to parents, letters via students, our newsletters and our website.

#### Streamlined energy and carbon reporting (SECR)

Energy consumption at the school from 31 October 2022 to 31 October 2023 was 495,032 kWh. Corresponding Co2 emission was 130.24 tonnes.

#### **Plans for future periods**

St Cyprian's Greek Orthodox Primary Academy remains a good school following a Section 8 one day Ofsted inspection in October 2018. It continues to be a high achieving school and continually strives to retain the high quality of education, and works within the Greek Orthodox ethos that underpins all aspects of life at school. The Academy aims to achieve full capacity in all year groups.

The Academy continues to use, its multi sports pitch, to encourage greater participation in sports by its students and by the wider community. It has also established an outdoor learning environment (Forest School) to widen the learning experience of its pupils and of other children through working with other schools.

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

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### Funds held as custodian trustee on behalf of others

St Cyprian's Greek Orthodox Primary Academy does not hold funds as custodian trustee on behalf of any third parties.

### Auditor

In so far as the Trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 20 December 2023..... and signed on its behalf by.



.....  
C Kellaris

**Chair of Trustees**

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## GOVERNANCE STATEMENT

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Scope of responsibility

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

The Board of Trustees has delegated the day-to-day responsibility to the Head Teacher, 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 St Cyprian's Greek Orthodox Primary Academy and the Secretary of State for Education. The Accounting Officer is also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

#### Governance

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

Trustees	Meetings attended	Out of possible
His Eminence Archbishop of Thyateira and GB	0	4
A Broadberry	2	52
A Christou	4	4
A Mantilas	4	4
A Prescod	4	4
P Prodromou	4	4
P Tragoulias	2	4
S Tsoukkas	3	4
R. Darko	2	2
Z Iliokaftou	4	4
C. Vradis	1	3
N. Gani	1	4
N. Tsiamas	4	4
C Kellaris	3	4
A Adrien	3	4
C Christodoulos	0	4
E Osagiobare	0	1

The Chair of the Finance Committee was fulfilled by the Chair of Trustees during the 2022-2023 academic year.

#### Conflict of interest

Conflict of Interest is a standing agenda item at all committee meetings and maintaining accurate pecuniary interest forms are regularly carried and updated.

#### Governance reviews

In July 2022 all Governors completed a skills matrix assessment. Following this, they were satisfied that as a Governing Body, they have the skills necessary to carry out the function effectively. The Trustees also have utilised Governance training through a SLA with Octavo. It was considered best practice that Directors be assigned specific duties, overseeing specific areas eg safeguarding or curriculum etc. Governors matched these link roles to the completed skills matrix.

The Pay and Personnel Committee, the Education Committee, and the Premises, Health and Safety Committee each met three times in 2022-23 academic year.

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## GOVERNANCE STATEMENT

### FOR THE YEAR ENDED 31 AUGUST 2023

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The Finance Committee is a sub-committee of the main Governing Body. Its purpose is to plan and recommend budget for approval by the Full Governing Body. It obtains regular reports from the School Business Manager and from the Academy's Auditors. The Finance Committee has formally met three times during the year.

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
A.Adrien	1	1
A Broadberry	1	1
C Vradis	1	2
A.Christou	3	3
A Prescod	3	3
P Prodromou	3	3
P Tragoulas	0	3
A Mantilas	3	3
Z Iliokaftou	3	3
N.Tsiama	3	3
C Kellaris	2	2

#### Review of Value for Money

As accounting officer the Head Teacher has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to 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 trust'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 available.

The accounting officer for the academy trust has delivered improved value for money during the year by:

- Reviewing the relevant monthly reports provided by the School Business Manager and making appropriate decisions to safeguard the Academies resources and assets.

#### The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in St Cyprian's Greek Orthodox Primary Academy for the period 01 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

#### Capacity to handle risk

The board of Trustees has reviewed the key risks to which the Academy Trust 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 Trust's significant risks that has been in place for the period 01 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

#### The risk and control framework

The Academy Trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability.

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## GOVERNANCE STATEMENT

### FOR THE YEAR ENDED 31 AUGUST 2023

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In particular it includes:

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks as part of an ongoing process of risk assessment and management

The board of Trustees has considered the need for a specific internal audit function and has decided to appoint Raftery's to perform a thorough internal audit review, recommendations from that review are being implemented swiftly following two site visits and a full internal audit report where limited assurance was provided.

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

- testing of payroll systems
- testing of purchasing systems
- checks on income collection processes
- testing of control account/ bank reconciliations

On an annual basis, Raftery's report to the board of Trustees, through the audit committee on the operation of the systems of control and on the discharge of the board of Trustees' financial responsibilities

#### Review of effectiveness

As accounting officer, the Head teacher 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 external consultants;
- the work of the external auditor;
- the financial management and governance self-assessment process
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the Board of Trustees on 20 December 2023 and signed on its behalf by:



C Kellaris

Chair of Trustees



A Adrien

Accounting Officer

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

**FOR THE YEAR ENDED 31 AUGUST 2023**

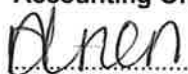
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As accounting officer of St Cyprian's Greek Orthodox Primary Academy, I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estates safety and management.

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

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

A Adrien  
Accounting Officer



# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2023**

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The trustees (who are also the directors of St Cyprian's Greek Orthodox Primary Academy for the purposes of company law) are responsible for preparing the Trustees' report and the Financial Statements in accordance with the Academies Accounts Direction 2022 to 2023 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these Financial Statements, the Trustees are required to:

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

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

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

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

Approved by order of the members of the Board of Trustees on ..... *20th Dec 2023* ..... and signed on its behalf by:



C Kellaris  
Chair of Trustees

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **Opinion**

We have audited the Financial Statements of St Cyprian's Greek Orthodox Primary Academy for the year ended 31 August 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the Financial Statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the Financial Statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023.

### **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 UK, including the FRC'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.

### **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.



# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **Opinions 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 incorporated strategic report for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements; and
- the Trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the 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 incorporated 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 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 charitable company, or have no realistic alternative but to do so.

### **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.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of management to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing internal assurance reports.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 charitable company's Members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company'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 charitable company and the charitable company's Members as a body, for our audit work, for this report, or for the opinions we have formed.



**Louise Hallsworth FCA (Senior Statutory Auditor)**  
**for and on behalf of Baxter & Co**

21 December 2023

**Chartered Certified Accountants**  
**Statutory Auditor**

Lynwood House  
Crofton Road  
Orpington  
Kent  
BR6 8QE

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY AND THE EDUCATION AND SKILLS FUNDING AGENCY

**FOR THE YEAR ENDED 31 AUGUST 2023**

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In accordance with the terms of our engagement letter dated 20 May 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by St Cyprian's Greek Orthodox Primary Academy during the period 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Respective responsibilities of St Cyprian's Greek Orthodox Primary Academy's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of St Cyprian's Greek Orthodox Primary Academy's funding agreement with the Secretary of State for Education dated 1 September 2013 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2022 to 2023. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2022 to 31 August 2023 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Review of payments to staff;
- Review of payments to suppliers and other third parties;
- Review of grant and other income streams;
- Review of some key financial control procedures;
- Discussions with finance staff;
- Consideration of the record maintained by the Accounting Officer of the oversight they have exercised;
- Consideration of the programme of internal scrutiny implemented by the Academy Trust in order to comply with its obligations under 3.1 of the Academy Trust Handbook 2022, issued by the ESFA.

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Baxter & Co.*

### **Reporting Accountant**

Baxter & Co  
Lynwood House  
Crofton Road  
Orpington  
Kent  
BR6 8QE

Dated: ...21 December 2023

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2023 £'000	Total 2022 £'000
<b>Income and endowments from:</b>						
Donations and capital grants	3	-	36	25	61	35
Charitable activities:						
- Funding for educational operations	4	76	2,130	-	2,206	2,147
Other trading activities	5	150	-	-	150	171
<b>Total</b>		<u>226</u>	<u>2,166</u>	<u>25</u>	<u>2,417</u>	<u>2,353</u>
<b>Expenditure on:</b>						
Raising funds	6	69	3	-	72	67
Charitable activities:						
- Educational operations	7	199	2,213	63	2,475	2,575
<b>Total</b>	<b>6</b>	<u>268</u>	<u>2,216</u>	<u>63</u>	<u>2,547</u>	<u>2,642</u>
<b>Net expenditure</b>		(42)	(50)	(38)	(130)	(289)
<b>Other recognised gains/(losses)</b>						
Actuarial gains on defined benefit pension schemes	17	-	300	-	300	1,485
<b>Net movement in funds</b>		(42)	250	(38)	170	1,196
<b>Reconciliation of funds</b>						
Total funds brought forward		157	(245)	1,400	1,312	116
Total funds carried forward		<u>115</u>	<u>5</u>	<u>1,362</u>	<u>1,482</u>	<u>1,312</u>

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

Comparative year information Year ended 31 August 2022	Notes	Unrestricted funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2022 £'000
<b>Income and endowments from:</b>					
Donations and capital grants	3	-	27	8	35
Charitable activities:					
- Funding for educational operations	4	96	2,051	-	2,147
Other trading activities	5	171	-	-	171
<b>Total</b>		<u>267</u>	<u>2,078</u>	<u>8</u>	<u>2,353</u>
<b>Expenditure on:</b>					
Raising funds	6	66	1	-	67
Charitable activities:					
- Educational operations	7	188	2,317	70	2,575
<b>Total</b>	6	<u>254</u>	<u>2,318</u>	<u>70</u>	<u>2,642</u>
<b>Net income/(expenditure)</b>		13	(240)	(62)	(289)
<b>Other recognised gains/(losses)</b>					
Actuarial gains on defined benefit pension schemes	17	-	1,485	-	1,485
<b>Net movement in funds</b>		13	1,245	(62)	1,196
<b>Reconciliation of funds</b>					
Total funds brought forward		144	(1,490)	1,462	116
Total funds carried forward		<u>157</u>	<u>(245)</u>	<u>1,400</u>	<u>1,312</u>

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## BALANCE SHEET

AS AT 31 AUGUST 2023

		2023		2022	
	Notes	£'000	£'000	£'000	£'000
<b>Fixed assets</b>					
Tangible assets	11		1,328		1,391
<b>Current assets</b>					
Debtors	12	88		43	
Cash at bank and in hand		190		240	
		<u>278</u>		<u>283</u>	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	13	(129)		(117)	
		<u></u>		<u></u>	
<b>Net current assets</b>			149		166
<b>Net assets excluding pension asset/(liability)</b>			1,477		1,557
Defined benefit pension scheme asset/(liability)	17		5		(245)
			<u>1,482</u>		<u>1,312</u>
<b>Total net assets</b>			<u>1,482</u>		<u>1,312</u>
<b>Funds of the Academy Trust:</b>					
<b>Restricted funds</b>	15				
- Fixed asset funds			1,362		1,400
- Pension reserve			5		(245)
			<u>1,367</u>		<u>1,155</u>
<b>Total restricted funds</b>			1,367		1,155
<b>Unrestricted income funds</b>	15		115		157
			<u>1,482</u>		<u>1,312</u>
<b>Total funds</b>			<u>1,482</u>		<u>1,312</u>

The Financial Statements on pages 19 to 41 were approved by the Trustees and authorised for issue on 20th Dec 2023 and are signed on their behalf by:



C Kellaris

Chair of Trustees

Company registration number 08085808 (England and Wales)

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

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		2023		2022	
	Notes	£'000	£'000	£'000	£'000
<b>Cash flows from operating activities</b>					
Net cash (used in)/provided by operating activities	18		(75)		6
<b>Cash flows from investing activities</b>					
Capital grants from DfE Group		25		8	
<b>Net cash provided by investing activities</b>			25		8
<b>Net (decrease)/increase in cash and cash equivalents in the reporting period</b>			(50)		14
Cash and cash equivalents at beginning of the year			240		226
<b>Cash and cash equivalents at end of the year</b>			190		240

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# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

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

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### 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 historical 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 Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

#### 1.2 Going concern

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

#### 1.3 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 period for which it is receivable, and any abatement in respect of the period 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 period it is receivable and to the extent the Academy Trust has provided the goods or services.

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### 1 Accounting policies

(Continued)

##### Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is 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 are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

##### 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.

##### 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.

#### 1.5 Tangible fixed assets and depreciation

Assets costing £5,000 or more per item 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 that require 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. Where tangible fixed assets have been acquired / funded by other income, the fixed asset fund is also credited. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities.

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

Leasehold land and buildings	125 years
Plant and machinery	10 years
Computer equipment	3 years
Fixtures, fittings & equipment	7 years
Motor vehicles	10 years

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

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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### 1 Accounting policies

(Continued)

#### 1.6 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.

#### 1.7 Leased assets

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

#### 1.8 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 basis are as follows.

##### Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. 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. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

#### 1.9 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 chapter 3 part 11 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.

#### 1.10 Pensions benefits

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 and the assets and the liabilities are held separately from those of the Academy Trust.

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. The 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 are recognised in the period to which they relate.

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### 1 Accounting policies

(Continued)

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 net income or expenditure 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.

#### 1.11 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 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.

#### 2 Critical accounting estimates and areas of judgement

Accounting 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 17, will impact on 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 2019 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

##### Critical areas of judgement

In preparing these Financial Statements, the Trustees have not needed to exercise any subjective judgements that would be critical to the Academy Trust's Financial Statements.

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 3 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
Capital grants	-	25	25	8
Other donations	-	36	36	27
	<u>-</u>	<u>61</u>	<u>61</u>	<u>35</u>

### 4 Funding for the Academy Trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
<b>DfE/ESFA grants</b>				
General annual grant (GAG)	-	1,740	1,740	1,705
Other DfE/ESFA grants:				
- UIFSM	-	49	49	51
- Pupil premium	-	102	102	94
- Others	-	28	28	34
	<u>-</u>	<u>1,919</u>	<u>1,919</u>	<u>1,884</u>
<b>Other government grants</b>				
Local authority grants	-	191	191	144
	<u>-</u>	<u>191</u>	<u>191</u>	<u>144</u>
<b>COVID-19 additional funding</b>				
<b>DfE/ESFA</b>				
Other DfE/ESFA COVID-19 funding	-	20	20	23
	<u>-</u>	<u>20</u>	<u>20</u>	<u>23</u>
<b>Other funding</b>				
Catering income	47	-	47	52
Other incoming resources	29	-	29	44
	<u>76</u>	<u>-</u>	<u>76</u>	<u>96</u>
<b>Total funding</b>	<u>76</u>	<u>2,130</u>	<u>2,206</u>	<u>2,147</u>

The Academy Trust has been eligible to claim additional funding in the year from government support schemes in response to the Coronavirus outbreak. The funding received is shown above under "COVID-19 additional funding".

- The funding received for national tutoring programme covers £10k of staff and other costs.
- The funding received for recovery premium covers £10k of staff and other costs.

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
Hire of facilities	19	-	19	22
Catering income	1	-	1	4
Income from facilities & services	122	-	122	135
Other income	3	-	3	2
Insurance income	5	-	5	8
	<u>150</u>	<u>-</u>	<u>150</u>	<u>171</u>

### 6 Expenditure

	Staff costs £'000	Non-pay expenditure Premises £'000	Other £'000	Total 2023 £'000	Total 2022 £'000
Expenditure on raising funds					
- Direct costs	69	-	3	72	67
Academy's educational operations					
- Direct costs	1,561	13	106	1,680	1,608
- Allocated support costs	366	211	218	795	967
	<u>1,996</u>	<u>224</u>	<u>327</u>	<u>2,547</u>	<u>2,642</u>

### Net income/(expenditure) for the year includes:

	2023 £'000	2022 £'000
Operating lease rentals	7	6
Depreciation of tangible fixed assets	63	70
Fees payable to auditor for:		
- Audit	6	6
- Other services	3	3
Net interest on defined benefit pension liability	11	26
	<u>77</u>	<u>101</u>

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

7 Charitable activities	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
<b>Direct costs</b>				
Educational operations	199	1,481	1,680	1,608
<b>Support costs</b>				
Educational operations	-	795	795	967
	<u>199</u>	<u>2,276</u>	<u>2,475</u>	<u>2,575</u>
<b>Analysis of costs</b>			<b>2023</b>	<b>2022</b>
			<b>£'000</b>	<b>£'000</b>
<b>Direct costs</b>				
Teaching and educational support staff costs			1,561	1,482
Staff development			13	6
Depreciation			13	11
Educational supplies and services			24	32
Educational consultancy			25	18
Other direct costs			44	59
			<u>1,680</u>	<u>1,608</u>
<b>Support costs</b>				
Support staff costs			327	370
Defined benefit pension scheme - staff costs (FRS102 adjustment)			39	214
Depreciation			50	59
Technology costs			27	26
Maintenance of premises and equipment			29	46
Cleaning			39	37
Energy costs			50	28
Rent, rates and other occupancy costs			31	21
Insurance			11	7
Security and transport			2	7
Catering			68	66
Defined benefit pension scheme - finance costs (FRS102 adjustment)			11	26
Legal costs			5	-
Other support costs			93	51
Governance costs			13	9
			<u>795</u>	<u>967</u>

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 8 Staff

#### Staff costs

Staff costs during the year were:

	2023 £'000	2022 £'000
Wages and salaries	1,354	1,420
Social security costs	129	131
Pension costs	265	259
Defined benefit pension scheme - staff costs (FRS102 adjustment)	39	214
	<u>1,787</u>	<u>2,024</u>
Staff costs - employees	1,787	2,024
Agency staff costs	171	87
Staff restructuring costs	38	21
	<u>1,996</u>	<u>2,132</u>

Staff restructuring costs comprise:

Redundancy payments	-	19
Severance payments	24	2
Other restructuring costs	14	-
	<u>38</u>	<u>21</u>

#### Severance payments

The Academy Trust paid 1 severance payments in the year, disclosed in the following bands:

£0 - £25,000 1

#### Special staff severance payments

Special staff severance payments are amounts paid to employees outside of statutory and contractual requirements. Included in staff restructuring costs are special severance payments totalling £24k (2022: £nil). Individually, the payments were: £24k.

#### Staff numbers

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

	2023 Number	2022 Number
Teachers	15	15
Administration and support	35	38
Management	3	4
	<u>53</u>	<u>57</u>



# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 8 Staff

(Continued)

The number of persons employed, expressed as a full time equivalent, was as follows:

	2023 Number	2022 Number
Teachers	15	11
Administration and support	35	27
Management	3	4
	<u>53</u>	<u>42</u>

#### Higher paid staff

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

	2023 Number	2022 Number
£60,000 - £70,000	-	1
£70,001 - £80,000	1	-
£80,001 - £90,000	-	1
£100,001 - £110,000	1	-
	<u>1</u>	<u>1</u>

#### Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £420,089 (2022: £259,345).

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 9 Trustees' remuneration and expenses

One or more of the Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Head Teacher and other Staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Head Teacher and staff members under their contracts of employment, and not in respect of their services as Trustees.

The value of Trustees' remuneration and other benefits was as follows:

C Vradis ((known as C Vardis), Head Teacher - resigned 30/04/2023):

- Remuneration: £105,000 - £110,000 (2022: £80,000 - £85,000)
- Employer's pension contributions: £15,000 - £20,000 (2022: £15,000 - £20,000)

A Adrien (Staff Trustee and Deputy Head Teacher):

- Remuneration: £70,000 - £75,000 (2022: £60,000 - £65,000)
- Employer's pension contributions: £15,000 - £20,000 (2022: £10,000 - £15,000)

N Tsiamia (Staff Trustee):

- Remuneration: £30,000 - £35,000 (2022: £30,000 - £35,000)
- Employer's pension contributions: £5,000 - £10,000 (2022: £5,000 - £10,000)

During the year, trustees expenses payments totalling £1,340 (2022: £421) were reimbursed or paid directly to 2 Trustees (2022: 1 Trustee). Expenses were incurred in performing the duties of employment.

Other related party transactions involving the Trustees are set out within the related parties note.

#### 10 Trustees' and officers' insurance

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

#### 11 Tangible fixed assets

	Leasehold land and buildings	Plant and machinery	Computer equipment	Fixtures, fittings & equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Cost</b>						
At 1 September 2022 and 31 August 2023	1,359	237	160	206	18	1,980
<b>Depreciation</b>						
At 1 September 2022	110	139	160	172	8	589
Charge for the year	11	29	-	21	2	63
At 31 August 2023	121	168	160	193	10	652
<b>Net book value</b>						
At 31 August 2023	1,238	69	-	13	8	1,328
At 31 August 2022	1,249	98	-	34	10	1,391

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 11 Tangible fixed assets (Continued)

Leasehold Land is included above at a nominal value of £1, reflecting legal restrictions as to its use.

### 12 Debtors

	2023 £'000	2022 £'000
Trade debtors	5	9
VAT recoverable	24	2
Prepayments and accrued income	59	32
	<u>88</u>	<u>43</u>

### 13 Creditors: amounts falling due within one year

	2023 £'000	2022 £'000
Trade creditors	15	-
Other taxation and social security	30	32
Accruals and deferred income	84	85
	<u>129</u>	<u>117</u>

### 14 Deferred income

	2023 £'000	2022 £'000
Deferred income is included within:		
Creditors due within one year	<u>30</u>	<u>30</u>
Deferred income at 1 September 2022	30	53
Released from previous years	(30)	(53)
Resources deferred in the year	<u>30</u>	<u>30</u>
Deferred income at 31 August 2023	<u>30</u>	<u>30</u>

Deferred income of £30k (2022: £30k) relates to Universal Infant Free School Meals income received in advance.

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 15 Funds

	Balance at 1 September 2022 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2023 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	1,740	(1,740)	-	-
UIFSM	-	49	(49)	-	-
Pupil premium	-	102	(102)	-	-
Other DfE/ESFA COVID-19 funding	-	20	(20)	-	-
Other DfE/ESFA grants	-	28	(28)	-	-
Other government grants	-	191	(191)	-	-
Other restricted funds	-	36	(36)	-	-
Pension reserve	(245)	-	(50)	300	5
	<u>(245)</u>	<u>2,166</u>	<u>(2,216)</u>	<u>300</u>	<u>5</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	1,104	-	(10)	-	1,094
DfE group capital grants	182	25	(10)	-	197
Capital expenditure from GAG and other funds	60	-	(24)	-	36
Private sector capital sponsorship	54	-	(19)	-	35
	<u>1,400</u>	<u>25</u>	<u>(63)</u>	<u>-</u>	<u>1,362</u>
<b>Total restricted funds</b>	<u>1,155</u>	<u>2,191</u>	<u>(2,279)</u>	<u>300</u>	<u>1,367</u>
<b>Unrestricted funds</b>					
General funds	157	226	(268)	-	115
	<u>157</u>	<u>226</u>	<u>(268)</u>	<u>-</u>	<u>115</u>
<b>Total funds</b>	<u>1,312</u>	<u>2,417</u>	<u>(2,547)</u>	<u>300</u>	<u>1,482</u>

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

The Restricted General Funds are used to fund the general operating costs of the Academy.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2023.

The Restricted LGPS Fund represents the Academy's share of the LGPS Pension Fund deficit.

The Restricted Fixed Asset Fund represents the net book value of fixed assets, plus any unspent element of Capital funds. When capital income is received the fund increases and depreciation charged against assets reduces the fund.

Unrestricted Funds represent balances held at period end that can be applied at the discretion of the Governors, to support any of the Academy's charitable purposes.

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 15 Funds

(Continued)

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

	Balance at 1 September 2021 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2022 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	1,705	(1,705)	-	-
UIFSM	-	51	(51)	-	-
Pupil premium	-	94	(94)	-	-
Other DfE/ESFA COVID-19 funding	-	23	(23)	-	-
Other DfE/ESFA grants	-	34	(34)	-	-
Other government grants	-	144	(144)	-	-
Other restricted funds	-	27	(27)	-	-
Pension reserve	(1,490)	-	(240)	1,485	(245)
	<u>(1,490)</u>	<u>2,078</u>	<u>(2,318)</u>	<u>1,485</u>	<u>(245)</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	1,114	-	(10)	-	1,104
DfE group capital grants	190	8	(16)	-	182
Capital expenditure from GAG and other funds	85	-	(25)	-	60
Private sector capital sponsorship	73	-	(19)	-	54
	<u>1,462</u>	<u>8</u>	<u>(70)</u>	<u>-</u>	<u>1,400</u>
<b>Total restricted funds</b>	<u>(28)</u>	<u>2,086</u>	<u>(2,388)</u>	<u>1,485</u>	<u>1,155</u>
<b>Unrestricted funds</b>					
General funds	<u>144</u>	<u>267</u>	<u>(254)</u>	<u>-</u>	<u>157</u>
<b>Total funds</b>	<u>116</u>	<u>2,353</u>	<u>(2,642)</u>	<u>1,485</u>	<u>1,312</u>

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 16 Analysis of net assets between funds

	Unrestricted	Restricted funds:		Total
	Funds	General	Fixed asset	Funds
	£'000	£'000	£'000	£'000
<b>Fund balances at 31 August 2023 are represented by:</b>				
Tangible fixed assets	-	-	1,328	1,328
Current assets	244	-	34	278
Current liabilities	(129)	-	-	(129)
Pension scheme asset	-	5	-	5
<b>Total net assets</b>	<b>115</b>	<b>5</b>	<b>1,362</b>	<b>1,482</b>

	Unrestricted	Restricted funds:		Total
	Funds	General	Fixed asset	Funds
	£'000	£'000	£'000	£'000
<b>Fund balances at 31 August 2022 are represented by:</b>				
Tangible fixed assets	-	-	1,391	1,391
Current assets	274	-	9	283
Current liabilities	(117)	-	-	(117)
Pension scheme liability	-	(245)	-	(245)
<b>Total net assets</b>	<b>157</b>	<b>(245)</b>	<b>1,400</b>	<b>1,312</b>

### 17 Pension and similar obligations

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 London Borough of Croydon. Both are multi-employer defined benefit schemes.

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

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

#### Teachers' Pension Scheme

##### Introduction

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

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

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 17 Pension and similar obligations

(Continued)

#### Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019.

The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to the TPS in the period amounted to £158k (2022: £150k).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

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

#### Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 21.6% for employers and 5.5% to 12.5% for employees.

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

Total contributions made	2023 £'000	2022 £'000
Employer's contributions	107	109
Employees' contributions	30	33
Total contributions	<u>137</u>	<u>142</u>

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 17 Pension and similar obligations (Continued)

Principal actuarial assumptions	2023 %	2022 %
Rate of increase in salaries	3.00	3.05
Rate of increase for pensions in payment/inflation	3.00	3.05
Discount rate for scheme liabilities	5.20	4.25
CPI Inflation	3.00	3.05

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

	2023 Years	2022 Years
Retiring today		
- Males	21.5	21.9
- Females	21.5	24.1
Retiring in 20 years		
- Males	20.3	22.7
- Females	25.4	25.8

Scheme liabilities would have been affected by changes in assumptions as follows:

	2023	2022
Discount rate -0.1%	39	45
Salary Increase Rate +0.1%	2	3
Pensions Rate +0.1%	39	43

Defined benefit pension scheme net asset/(liability)	2023 £'000	2022 £'000
Scheme assets	1,964	1,741
Scheme obligations	(1,959)	(1,986)
Net asset/(liability)	5	(245)

The Academy Trust's share of the assets in the scheme	2023 Fair value £'000	2022 Fair value £'000
Equities	1,375	1,219
Bonds	294	261
Cash	59	35
Property	236	226
Total market value of assets	1,964	1,741



# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 17 Pension and similar obligations (Continued)

The actual return on scheme assets was £120,000 (2022: £(2,000)).

Amount recognised in the statement of financial activities	2023 £'000	2022 £'000
Current service cost	146	323
Interest income	(76)	(28)
Interest cost	87	54
	<u>157</u>	<u>349</u>

Changes in the present value of defined benefit obligations	2023 £'000
At 1 September 2022	1,986
Current service cost	146
Interest cost	87
Employee contributions	30
Actuarial (gain)	(256)
Benefits paid	(34)
	<u>1,959</u>

Changes in the fair value of the Academy Trust's share of scheme assets	2023 £'000
At 1 September 2022	1,741
Interest income	76
Actuarial gain	44
Employer contributions	107
Employee contributions	30
Benefits paid	(34)
	<u>1,964</u>

The asset ceiling adjustment has been accounted for via FRS102 adjustment of £19k to the actuarial (gain) / loss.

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

18 Reconciliation of net expenditure to net cash flow from operating activities	Notes	2023 £'000	2022 £'000
Net expenditure for the reporting period (as per the statement of financial activities)		(130)	(289)
Adjusted for:			
Capital grants from DfE and other capital income		(25)	(8)
Defined benefit pension costs less contributions payable	17	39	214
Defined benefit pension scheme finance cost	17	11	26
Depreciation of tangible fixed assets		63	70
(Increase)/decrease in debtors		(45)	16
Increase/(decrease) in creditors		12	(23)
<b>Net cash (used in)/provided by operating activities</b>		<u>(75)</u>	<u>6</u>

19 Analysis of changes in net funds	1 September 2022 £'000	Cash flows £'000	31 August 2023 £'000
Cash	240	(50)	190
	<u>240</u>	<u>(50)</u>	<u>190</u>

### 20 Contingent liabilities

At 31 August 2023 there was an ongoing staff matter being dealt with internally by the Academy.

### 21 Long-term commitments

#### Operating leases

At 31 August 2023 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2023 £'000	2022 £'000
Amounts due within one year	3	4
Amounts due in two and five years	2	1
	<u>5</u>	<u>5</u>

# ST CYPRIAN'S GREEK ORTHODOX PRIMARY ACADEMY

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### 22 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. The following related party transactions took place in the financial period.

Angel Education Ltd (08685496) is a related party by virtue of the fact the Director is one of the Trustees. During the year the following transactions had taken place, income of £2,578 (2022: £2,465).

St Nicholas Greek Orthodox Educational Centre is a related party by virtue of the fact that one of the Trustees is also a Trustee of the Academy. During the year the following transactions had taken place, donation income of £10,000.

Ecclesiastical and Theological Seminary of The Archdiocese of Thyateira and Great Britain is a related party by virtue of the fact that one of the Trustees is also a Trustee of the Academy. During the year the following transactions had taken place, donation income of £15,000.

A Clarke Benson, a close family member of A Adrien, A Trustee, is employed by the Academy Trust. Appointment was made in open competition and A Adrien was not involved in the decision making process regarding appointment. The individual is paid within the normal pay scale for their role and receive no special treatment as a result of their relationship to a Trustee.

In entering into the above transactions, the Academy Trust has complied with the requirements of ESFA's Academies Trust Handbook 2022.

#### 23 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.

