

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details	1 - 2
Trustees' Report	3 - 9
Governance Statement	10 - 16
Statement of Regularity, Propriety and Compliance	17
Statement of Trustees' Responsibilities	18
Independent Auditors' Report on the Financial Statements	19 - 22
Independent Reporting Accountant's Report on Regularity	23 - 24
Statement of Financial Activities Incorporating Income and Expenditure Account	25
Balance Sheet	26
Statement of Cash Flows	27
Notes to the Financial Statements	28 - 53

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

Members	Mr P Collard Mrs A Williams Mr S Gilmore Mr G Jones-Owen Mr C Hide Mr P Riddell
Trustees	Rev Dr S Griffiths Mr G Jones-Owen, Chair of Governors Ms S Hardy Mr P Collard Mrs A Williams Mr C Lamb, Headteacher Ms J Foxley Mr N Churcher Dr H Lovell Ms M Thomas Mr C Lovett Ms P Brown Mr R Bird Ms B Sumison Mr D Normand Ms J Surujpaul Ms L Jefferson Mrs S Braithwaite (Appointed 27 March 2025)
Company registered number	07697044
Company name	Enfield Grammar School
Registered and principal office	Market Place Enfield Middlesex EN2 6LN
Company Secretary	Ms S Field
Chief Executive Officer	Mr C Lamb

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

**Senior Leadership
Team**

Mr C Lamb, Headteacher
Mr M Collins, Deputy Headteacher
Mr D Wragg, Assistant Headteacher, Head of Sixth Form
Ms L Culora, HR, Wellbeing and Safeguarding Manager
Ms J McCall, Deputy Headteacher
Mr C Marshall, Assistant Headteacher
Ms N Faverjon, Assistant Headteacher
Ms V Currie, Assistant Headteacher, Head of Lower School
Ms C Demir, Assistant Headteacher
Ms M Roberts, Finance and Operations Manager

Independent Auditors

Price Bailey LLP
Chartered Accountants
Causeway House
1 Dane Street
Bishop's Stortford
Hertfordshire
CM23 3BT

Bankers

Lloyds
1 Silver Street
Enfield
Middlesex
EN1 3EE

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees present their Annual Report together with the financial statements and Auditor's Report of Enfield Grammar School ("the Academy") for the year to 31 August 2025. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law.

The Trust operates an academy for pupils aged 11 to 16 and a sixth form for 16- 19 serving a catchment area in north London. It has a pupil capacity of 1,100 and had a roll of 1,010 in the school census on 6 October 2025

Structure, Governance and Management

Constitution

The Academy is a Charitable Company limited by guarantee and was set up by a Memorandum of Association on 7 July 2011. The Academy converted on 1 August 2011.

The 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. The Trustees are also the Directors of the Charitable Company for the purposes of company law. The Charitable Company operates as Enfield Grammar School ("the School").

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

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' and Officers' Indemnities

The Trust has opted to be covered under the Government's Risk Protection Arrangements (RPA) scheme to protect Trustees, Governors and Officers, from claims arising from negligent acts, omissions or errors whilst performing Trust business.

Method of Recruitment and Appointment or Election of Trustees

The arrangements are as set out in the Articles and Funding Agreement.

Trustees are appointed for a fixed term. The Headteacher is an ex officio member of the Board of Trustees. Parent Trustees and the staff Trustees are elected to office or appointed if there are insufficient candidates offering themselves for election.

The Board comprises of (including vacancies)

- 7 Parents
- 3 Staff
- 3 Community
- 6 Foundation Trustees
- 3 Co-opted
- 1 Headteacher

Policies and Procedures Adopted for the Induction and Training of Trustees

The Trust is committed to providing adequate opportunities for Trustees to undertake and receive suitable training so as to enable them to perform their role effectively. To this end the Trust provides internal training led by School staff and also links with a number of local training providers.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

All new Trustees have an induction programme, according to their need, which includes introductory sessions, mentoring, formal training courses, and a tour of the School. This process will involve a meeting with the Chair of Trustees, selected students and staff. All Trustees are provided with a handbook plus copies of policies and procedures documents that are appropriate to the role they undertake as Trustees with particular emphasis on the committee work that they will undertake.

Organisational Structure

The governance of the Trust is defined in the Memorandum and Articles of Association together with the Funding Agreement with the Department of Education.

The Board of Trustees, which meets on at least 4 occasions per year and each individual committee at least 3 times per year, is responsible for the strategic direction of the Trust. The Board reviews progress towards educational objectives and results; approves major expenditure requests; sets the budget for the following year; sets the organisational staffing structure; agrees the performance objectives of the Headteacher with the School Improvement Partner, and reviews them.

The Headteacher is the designated Accounting Officer and has overall responsibility for the day to day financial management of the Trust. The Headteacher has delegated responsibility for low values of expenditure to specific budget holders who are responsible for managing their own departments within their allocated budgets. A system of financial controls is in place to manage this process.

The Headteacher manages the Trust on a daily basis supported by a Senior Leadership Team (SLT). The SLT meets 3 times per week to discuss emerging matters and to help to develop strategies for future development to be put to the Headteacher and the Board of Trustees as required for approval. Each member of the SLT has specific responsibilities to assist the Headteacher to manage certain aspects of the Trust.

Arrangements for setting pay and remuneration of key management personnel

Key management personnel include Trustees and those staff to whom the Trustees have delegated significant authority and responsibility in the day-to-day running of the Trust.

Pay and remuneration of key management personnel is decided by a variety of contributory factors, such as the school group size, ISR, the pay scales for each role and the level of experience of each staff member. In addition, pay levels may be affected by nationally agreed pay awards, the ability to recruit and retain in post, all of which are in accordance with the Trust's appointment and pay policies.

All amendments to key management's pay and remuneration is approved by the appropriate sub-committee and ratified by the Board of Trustees.

Trade Union Facility Time

The Trust has no employees that are Trade Union Representatives.

Related Parties and other Connected Charities and Organisations

Owing to the nature of the Trust's operations and the composition of the Board of Trustees being drawn from local public and private sector organisations, it is inevitable that from time to time transactions will take place with organisations in which a Trustee may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procedures. Any transaction where the Trustee may have a pecuniary interest is only undertaken in accordance with the 'at cost' principle described in the Academies Financial Handbook.

The Trust did not cooperate with any related party during the academic year in pursuit of its charitable activities and does not have a formal sponsor.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

Objectives and Activities

Objects and Aims

The principle object and aim of the Trust is the operation of the School to provide free education and care for pupils of different abilities between the ages of 11 and 19 to enable each child to realise his full academic, creative and physical potential and to develop positive social and moral values.

Objectives, Strategies and Activities

During the year the Trust has worked towards these aims by:

- ensuring that every child enjoys the same high quality education in terms of resourcing, tuition and care;
- raising the standard of educational achievement of all pupils;
- developing resilient, resourceful students;
- adapting and applying skills for flexible life-long learning;
- improving the effectiveness of the School by keeping the curriculum and organisational structure under continual review;
- providing value for money for the funds expended; and
- conducting the Academy's business in accordance with the highest standards of integrity

Our success in fulfilling our aims can be measured by:

- Feedback from pupils, visitors, staff and parents
- Outcomes for our students and increased pupil numbers
- Following scrutiny, detailed analysis of data, processes, and outcomes.
- Destinations of students leaving the School at the end of KS4 and KS5.
- Our NEET figure which remains significantly below national average.

Public Benefit

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

Strategic Report

Achievements and Performance

The Trust continued its mission to ensure that students achieved their potential in public examinations; encouraged a wide range of extra-curricular activities; developed and retained suitable staff and guided students in suitable progression when they left the School.

Specific achievements were as follows:

- Delivery of curriculum with specialist teachers in all areas at KS4 and KS5.
- Excellent sporting success at county and national level.
- First class pastoral support for our students, including the development and implementation of our Trauma Informed Practice approach.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

Key Performance Indicators (KPI)

The Trustees receive regular information at each committee meeting to enable them to monitor the performance of the Trust compared to aims, strategies and financial budgets.

The Resources and Management Committee also monitor premises costs to General Annual Grant (GAG) income, capitation spend for curriculum departments to GAG income, total income less grants and cash flow on a regular basis to ensure that the budget is set and managed appropriately.

Non-Financial

The Standards and Achievement Committee rigorously monitors the educational outcomes of our students. The committee receives regular reports on examination and key stage results, pupil attendance and recruitment data, and evaluates key performance indicators including trends in exam performance, attendance patterns, and admissions. It also reviews the School's responses to OFSTED findings to ensure that all recommended actions are implemented and sustained.

Going Concern

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

Financial Review

The principal source of funding for the Trust is the GAG and other grants that it receives from Department for Education (DfE). For the year ended 31 August 2025 the Trust received £9,730,832 (2024 - £9,627,659) of GAG and other income. A high percentage of this income is spent on wages and salaries and support costs to deliver the Trust's primary objective of the provision of education. During the year the Trust spent a total of £9,937,475 including capital projects and excluding depreciation and pension adjustments (2024 - £ 9,768,294). The Trust brought forward from 24/25 £1,420,682 of unrestricted funds and £Nil of restricted general funds. The carry forward for 24/25 is £1,169,729, of unrestricted funds and £Nil restricted funds.

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the Academy is recognising a pension fund balance of £Nil. The actuary has estimated the net pension valuation to be a £6,537,000 asset, however in accordance with the accounting framework, this has been capped to a nil position as this does not reliably result in a cash flow effect in the form of decreased employer contributions going forward.

Reserves Policy

The Trustees are aware of the requirement to balance current and future needs and always aim to set a balanced budget with annual income balancing annual expenditure. The Trustees monitor estimated year-end carry forward figures via the monthly reports from the Finance and Operations Manager. The budget plan identifies how any carry forward will be allocated in the plan for the following academic year, including the identification of any funds earmarked for a specific project or purpose.

The Trust's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £1,169,729 (2024 - £1,420,682). This has been built up from a mixture of locally raised income and balances transferred from the predecessor school.

The Trust's balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31 August 2025 was £1,169,729 (2024 - £1,420,682).

The cash balance of the Trust has been very healthy all year, ending the year with a balance of £1,387,644 (2024 - £1,659,708). A significant proportion of this cash is held against specific projects and is not available to meet normal recurring expenditure.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

Investment Policy

The aim of the investment policy is to ensure funds that the Trust does not immediately need to cover anticipated expenditure are invested to maximise the Trust's income but with minimal risk. The aim is to research where funds may be deposited applying prudence in ensuring there is minimum risk. The Trustees do not consider the investment of surplus funds as a primary activity, rather as good stewardship and as and when circumstances allow.

Principal Risks and Uncertainties

The Trustees maintain a risk register identifying the major risks to which the Trust is exposed, and identifying actions and procedures to mitigate those risks. A formal review of the risk register process is undertaken on an annual basis and the internal control systems and the exposure to said risks are monitored on behalf of the Trustees at each Committee meeting. The principal risks facing the Trust are outlined below; those facing the Trust at an operational level are addressed by its systems and by internal financial and other control.

The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the DfE, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

As an academy school, the level of financial risk is low. Cash flows can be reliably forecast, monitored and reported. Staff costs make up the majority of expenditure and are relatively stable with contingencies in place to cover such items as sickness and maternity.

The Trustees assess the other principal risks and uncertainties facing the Trust as follows:

- The Trust has considerable reliance on continued Government funding through the DfE and there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms in the medium to longer term. Unfunded salary increases for both Teaching & Support coupled with the spiralling Energy costs is putting increasing strain on budgets. Whilst there has been a small injection of additional funding this will not be enough to counteract the rise of teachers' pensions contributions and any other additional costs that the Government may choose to introduce;
- Failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks;
- Reputational - the continuing success of the School is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that student progress and outcomes are closely monitored and reviewed and that there is a clear marketing strategy in place;
- Safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline;
- Staffing - the success of the School is reliant on the quality of its staff and the Trustees monitor and review policies and procedures and recruitment to ensure continued development and training of staff as well as ensuring there is clear succession planning;

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

- Fraud and mismanagement of funds - the Trustees have appointed School Business Solutions Limited to carry out a programme of internal scrutiny which includes independent and external checks on financial systems and records as required by the Academy Financial Handbook. School Business Services have supported the school, this year with training, Consultancy services and ad hoc support.
- Defined benefit pension scheme liability – as the Government has agreed to meet the defined benefit pension liability of any school ceasing to exist the main risk to the Trust is the annual cash flow funding of part of the deficit. Trustees take these payments into account when setting the annual budget plan.

Fundraising

The Trust does not work with professional fundraisers or companies who carry out fundraising on its behalf. During the year no complaints or issues have arisen as a result of the fundraising events. All fundraising undertaken during the year was monitored by the Trustees.

Plans for Future Periods

Trustees will continue to provide strategic leadership that strengthens the long-term direction and sustainability of the Trust. This will include ongoing engagement through Full Governing Body meetings, committee oversight and targeted in-school monitoring. Trustees will ensure robust accountability by maintaining a high level of governance expertise, using current data and intelligence to inform decision-making, and asking strategically focused questions that drive improvement.

Over the coming period, trustees will prioritise support for the Trust in:

- Strengthening strategic alignment between the School's ethos, vision and operational delivery to ensure clarity of purpose and consistency across all areas of practice.
- Enhancing provision for vulnerable and hard-to-reach pupils, ensuring pastoral strategies are evidence-informed, impactful and sustainably resourced.
- Driving continuous improvement in pupil outcomes, with a focus on high expectations, effective use of performance data and targeted interventions.
- Overseeing the strategic management of the Schools Rebuild Programme, ensuring risks are well-managed, opportunities are maximised and the project aligns with long-term educational and financial priorities.

Funds Held as Custodian Trustee on Behalf of Others

The Trust acts as an agent in distributing 16-19 Bursary Funds from the DfE. Payments received from the DfE and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Trust does not have control over the charitable application of the funds. The Trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. Where the funds have not been fully applied in the accounting period then an amount will be included as amounts due to the DfE.

Provision of Information to Auditors

In so far as the Trustees are aware there is no relevant audit information of which the Charitable Company's Auditors are unaware, and the Trustees have taken all the 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.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

Auditors

The Auditors, Price Bailey LLP, are willing to continue in office and a resolution to appoint them will be proposed at the Annual General Meeting.

Insofar as the trustees are aware:

- there is no relevant audit information of which the charitable company's Auditor is unaware
- 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 17 December 2025 and signed on its behalf by:

Mr G Jones-Owen
Chair of Trustees

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

As Trustees of a Single Academy Trust (SAT), we acknowledge we have overall responsibility for ensuring that Enfield Grammar School 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; our opinion of assurance is then communicated in our annual governance statement.

Whilst not mandatory, we encourage that Trustees review and consider the guidance offered in the DfE's Governance Handbook and competency framework for governance, when undertaking their governance duties.

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

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Full Board of Trustees has formally met 4 times during the year. In addition to this there were a further 22 committee meetings broken down as:

- Resources & Management x 4
- Pay & Performance x 1
- HT Appraisal x 1
- Standards & Achievement x 4
- Stakeholders x 3
- Admissions, Attendance & Behaviour x 3
- Strategy Day x 1
- Foundation Trustees x 3
- EGMs x 1
- AGM x 1

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

Trustee	Meetings attended	Out of a possible
Rev Dr S Griffiths	2	4
Mr G Jones-Owen, Chair of Governors	4	4
Ms S Hardy	2	4
Mr P Collard	4	4
Ms A Williams	4	4
Mr C Lamb, Headteacher	4	4
Ms J Foxley	3	4
Mr N Churcher	2	4
Dr H Lovell	3	4
Ms M Thomas	3	4
Mr C Lovett	4	4
Ms P Brown	4	4
Mr R Bird	3	4
Ms B Sumison	4	4
Mr D Normand	3	4
Ms J Surujpaul	3	4
Ms L Jefferson	3	4
Mrs S Braithwaite	2	2

The clerk has implemented a comprehensive onboarding checklist for new governors which includes the relevant reading and online courses. In addition to this, existing Trustees have undertaken CPD in the form of courses run by Herts for Learning Education.

Information/data given to Trustees by SLT is comprehensive. This information has developed over the past 4 years and is driven by the scrutiny of the Trustees. Information and data provided highlights areas of strength or where further support/focus is needed to deliver the SDP.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Key Focus Areas for 2024/25

For the academic year 2024/25, the school prioritised several strategic initiatives aimed at enhancing educational outcomes, operational efficiency, and long-term sustainability:

1. Improving Learning Outcomes in Key Stage 6
 - Focused on raising academic achievement, particularly in A-levels and vocational qualifications.
 - Developed staff professional development plans to strengthen teaching quality and curriculum delivery.
2. Creating and Implementing a Viable Staffing Structure
 - Conducted a thorough review of the existing workforce to ensure alignment with school priorities and curriculum demands.
 - Streamlined roles and responsibilities to maximise efficiency while maintaining high-quality teaching and pastoral support.
3. Increasing Self-Generated Income
 - Explored revenue-generating opportunities, including facility rentals, community programs, and partnerships with local businesses.
4. Enhancing Learning Spaces
 - Worked in collaboration with the Schools Rebuild Programme to plan and develop modern, flexible learning environments.
 - Focused on creating classrooms, labs, and common areas that support innovative teaching practices and student engagement.
 - Balanced short-term improvements with long-term planning to ensure spaces are safe, inspiring, and adaptable to future needs.

Conflicts of interest:

The Trust manages conflicts of interest through a robust procurement policy and by maintaining an up-to-date and complete register of interests. Relevant details from this register are shared across the organisation as appropriate. The Trust continues to collect enhanced data in relation to close family members of Members, Trustees and Key Management Personnel. This is revisited during FGB meetings where members are asked to declare any changes. This is in addition to the yearly declaration.

Governance reviews:

As governors, we carry out governance reviews to ensure that our Board is working effectively and fulfilling its responsibilities. The review helps us reflect on how well we are setting the school's strategic direction, holding leaders to account, and overseeing the school's finances and statutory duties. It usually involves looking through key documents, meeting with members of the board and school leadership, and assessing the skills and contributions of each governor. The findings highlight what we are doing well and where we need to strengthen our practice. Completing these reviews—ideally with an external perspective every few years—helps us improve our governance, support school improvement, and ensure that we are providing the best possible oversight for our pupils and community.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Committees

The Resources and Management Committee is a sub-committee of the Board of Trustees that meets 4 times per year. Its purpose is to:

Finance

- Continuation of robust management and scrutiny of the schools finances
- Reviewing a number of scrutiny reports including Credit Card Control and our Website
- Compared comparative quotes with the school.
- Regular reviewing of the schools risk register
- Ratified the Scheme of Delegation and other relative policies.
- Approved the submission of the School Resource Management Self-Assessment.
- Began the procurement of outsourced ICT Provision.

Premises, health and safety

- Agree the lettings and charges policy for the use of School premises.
- Keep the health and safety and emergency procedures and policies under review, ensuring that necessary checks and assessments are carried out and prioritised for action.
- Ensuring the Board of Trustees is compliant with all statutory requirements in this respect.

Staffing

- Agree the staffing establishment and structure (teaching and non-teaching) at least annually in relation to the budget and the School Development Plan.
- Keep under review appropriate staffing policies and procedures - to include grievance, discipline, redundancy, capability, sickness absence, performance management, whistle blowing, pay and conditions of employment and ensure staff are consulted and informed appropriately.
- Recommend to the Board of Trustees the procedure for filling vacancies and making staff appointments.
- Monitor the recruitment and retention of staff in relation to equality, diversity and inclusion and take any remedial action.
- Ensure the School complies with the latest requirements in relation to safe recruitment and safeguarding procedures.
- Consider any issues referred by the Headmaster outside any scheme or policy adopted by the Board of Trustees
- Ensure a review of the whole school pay policy to take account of local and national developments and make appropriate recommendations to the Board of Trustees.
- Ensure an annual review of teachers' salaries in line with current arrangements in the School Teachers' Pay and Conditions Document.
- Ensure an annual review of support staff salaries in line with current arrangements in the NJC for Local Government or other appropriate bodies.
- Consider the recommendation of the Headmaster's performance review group in relation to whether to award the head an annual increment.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

During the year the following changes to the committee took place:

One additional member was added to the committee.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr P Collard	4	4
Mr G Jones-Owen	4	4
Mr R Bird	4	4
Mrs A Williams	3	4
Mr N Churcher	2	4
Mr C Lovett	4	4
Mr C Lamb	4	4
Ms S Braithwaite	0	2
Mr D Normand	3	4
Ms J Surujpaul	3	4

Review of value for money

As Accounting Officer, the Headteacher has responsibility for ensuring that the Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes, 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 appropriate. The Accounting Officer for the Trust has delivered improved value for money during the year by:

- Utilising commissioning frameworks for procurement and value for money.
- Reviewed premises contractors and streamlined the use and commissioning of works.
- Monthly reviews of staff salaries and payroll reporting.
- Monthly monitoring and authorisation of staff overtime and additional hours.
- Increased capacity within the Senior Leadership team to boost pupil outcomes and improve staff wellbeing, subsequently increasing pupil numbers and reducing staff turnaround and sickness absence.

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 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 Enfield Grammar School for the year 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the 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 on-going process for identifying, evaluating and managing the Trust's significant risks that has been in place for the year 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- Regular reviews by the Resources and Management committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- Setting targets to measure financial and other performance
- Clearly defined purchasing (asset purchase or capital investment) guidelines
- Identification and management of risks

Internal Scrutiny/Audit

The Board of Trustees has decided to buy-in an internal audit service from School Business Solutions Limited and London Borough of Enfield. This option has been chosen because of the level of expertise that they provide.

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

- Governance
- Payroll
- Health and Safety

On an annual basis, the internal auditor reports to the Board of Trustees, through the Resources and Management committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. On an annual basis the internal auditor prepares a summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The internal auditor has delivered their schedule of work as planned and there were no material control issues arising as a result of their work.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of effectiveness

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

- the work of the internal auditor
- the work of the external auditor
- the financial management and governance self-assessment process or the school resource management self-assessment tool
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework
- correspondence from DfE and DfE return deadlines

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Resources and Management committee.

Conclusion

Based on the advice of the Resources and Management committee and the Accounting Officer, the Board of Trustees is of the opinion that the Trust has an adequate and effective framework for governance, risk management and control.

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

Mr G Jones-Owen
Chair of Governors

Mr C Lamb
Accounting Officer

Date: 17 December 2025

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

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

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

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

Mr C Lamb
Accounting Officer
Date: 17 December 2025

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

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

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

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

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

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

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

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

Mr G Jones-Owen
Chair of Trustees
Date: 17 December 2025

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
ENFIELD GRAMMAR SCHOOL**

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
ENFIELD GRAMMAR SCHOOL (CONTINUED)**

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
ENFIELD GRAMMAR SCHOOL (CONTINUED)**

Auditors' responsibilities for the audit of the financial statements

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

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

We gained an understanding of the legal and regulatory framework applicable to the Academy and the sector in which it operates and considered the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations in particular those regulations directly related to the financial statements, including financial reporting, and tax legislation. This included those regulations directly related to the financial statements, including compliance with Companies Act 2006, Charities Act 2011 and academy sector regulations.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we carried out testing of journal entries and other adjustments for appropriateness. We also assessed management bias in relation to the accounting policies adopted and in determining significant accounting estimates.
- We reviewed key authorisation procedures and decision making processes for any unusual or one-off transactions.
- We reviewed minutes of Trustee Board meetings and other relevant sub-committees of the Board such as the Finance Committee and agreed the financial statement disclosures to underlying supporting documentation.
- We have made enquiries of the Accounting Officer and senior leadership team to identify laws and regulations applicable to the Academy. We assessed details of any breaches where applicable in order to assess the impact upon the Academy.
- We have reviewed any available correspondence with the ESFA / DfE and the procedures in place for the reporting of incidents to the Trustees including reporting of any serious incidents to the Regulator if necessary.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
ENFIELD GRAMMAR SCHOOL (CONTINUED)**

Use of our Report

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

Michael Cooper-Davis FCCA ACA (Senior Statutory Auditor)

for and on behalf of

Price Bailey LLP

Statutory Auditors
Causeway House
1 Dane Street
Bishop's Stortford
Hertfordshire
CM23 3BT

17 December 2025

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ENFIELD GRAMMAR SCHOOL AND THE SECRETARY OF STATE FOR EDUCATION

In accordance with the terms of our engagement letter dated 1 November 2023 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Enfield Grammar School during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes identified by Parliament and that the financial transactions do not conform to the authorities which govern them.

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

Respective responsibilities of Enfield Grammar School's Accounting Officer and the Reporting Accountant

The Accounting Officer is responsible, under the requirements of Enfield Grammar School's funding agreement with the Secretary of State for Education dated 1 August 2011 and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ENFIELD GRAMMAR SCHOOL AND THE SECRETARY OF STATE FOR EDUCATION (CONTINUED)

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity, impropriety and non-compliance
- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance and how the Academy complies with the framework of authorities.
- Evaluation of the general control environment of the Academy, extending the procedures required for financial statements to include regularity, propriety and compliance
- Discussions with and representations from the Accounting Officer and other key management personnel.
- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, in order to support the regularity conclusion, including governance, internal controls, procurement and the application of income.

Conclusion

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

Reporting Accountant
Price Bailey LLP

Statutory Auditors

Date: 17 December 2025

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:						
Donations and capital grants	3	34,086	849,611	22,489	906,186	880,576
Other trading activities	5	218,181	-	-	218,181	270,473
Investments	6	25,884	-	-	25,884	50,217
Charitable activities	4	256,934	8,323,647	-	8,580,581	8,426,393
Total income		535,085	9,173,258	22,489	9,730,832	9,627,659
Expenditure on:						
Charitable activities	7	255,434	9,666,041	94,360	10,015,835	9,922,763
Total expenditure		255,434	9,666,041	94,360	10,015,835	9,922,763
Net income/(expenditure)		279,651	(492,783)	(71,871)	(285,003)	(295,104)
Transfers between funds	17	(530,604)	508,783	21,821	-	-
Net movement in funds before other recognised gains/(losses)		(250,953)	16,000	(50,050)	(285,003)	(295,104)
Other recognised gains/(losses):						
Actuarial (losses)/gains on defined benefit pension schemes	23	-	(16,000)	-	(16,000)	19,000
Net movement in funds		(250,953)	-	(50,050)	(301,003)	(276,104)
Reconciliation of funds:						
Total funds brought forward		1,420,682	-	2,180,047	3,600,729	3,876,833
Net movement in funds		(250,953)	-	(50,050)	(301,003)	(276,104)
Total funds carried forward		1,169,729	-	2,129,997	3,299,726	3,600,729

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

The notes on pages 28 to 53 form part of these financial statements.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07697044

BALANCE SHEET
AS AT 31 AUGUST 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	13	2,129,997	2,180,047
		2,129,997	2,180,047
Current assets			
Debtors	14	2,543,019	2,471,589
Cash at bank and in hand		1,387,644	1,659,708
		3,930,663	4,131,297
Current liabilities			
Creditors: amounts falling due within one year	15	(1,240,934)	(1,190,615)
		2,689,729	2,940,682
Net current assets			
		4,819,726	5,120,729
Total assets less current liabilities			
Creditors: amounts falling due after more than one year	16	(1,520,000)	(1,520,000)
Net assets excluding pension asset / liability			
		3,299,726	3,600,729
Total net assets			
		3,299,726	3,600,729
Funds of the Academy			
Restricted funds	17	2,129,997	2,180,047
Unrestricted income funds	17	1,169,729	1,420,682
Total funds			
		3,299,726	3,600,729

The financial statements on pages 25 to 53 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

Mr G Jones-Owen
Chair of Trustees
Date: 17 December 2025

The notes on pages 28 to 53 form part of these financial statements.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash used in operating activities	19	(231,148)	(237,261)
Cash flows from investing activities	20	(40,916)	(54,704)
Change in cash and cash equivalents in the year		(272,064)	(291,965)
Cash and cash equivalents at the beginning of the year		1,659,708	1,951,673
Cash and cash equivalents at the end of the year	21, 22	1,387,644	1,659,708

The notes on pages 28 to 53 form part of these financial statements

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

1. Accounting policies

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

The Trust is a company limited by guarantee. The Members of the Company are named on page 1. In the event of the Trust being wound up, the liability in respect of the guarantee is limited to £10 per Member. The Trust's registered office is Market Place, Enfield, Middlesex, EN3 6LN.

1.1 Basis of preparation of financial statements

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

Enfield Grammar School meets the definition of a public benefit entity under FRS 102.

The functional and presentational currency is Pounds Sterling.

1.2 Going concern

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

The Academy derives the majority of its income from local and national Government grant funding which is secured for a number of years, under the terms of the Academy Funding Agreement with the Secretary of State for Education. This will ensure that the Academy can continue operating for a period of at least 12 months following the date of this Report. The financial statements do not contain any adjustments that would be required if the Academy were not able to continue as a going concern.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.3 Income

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

• **Grants**

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

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

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

• **Donations**

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

• **Other income**

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

1.4 Expenditure

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

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Government grants

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

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.6 Interest receivable

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

1.7 Taxation

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

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

1.8 Tangible fixed assets

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

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

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

Depreciation is provided on the following bases:

Land and Buildings	- 50 years
Computer Equipment	- 5 years
Furniture and equipment	- 10 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.

1.9 Debtors

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

1.10 Cash at bank and in hand

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

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.11 Liabilities

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

1.12 Financial instruments

The Academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy and their measurement bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 15 and 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.13 Operating leases

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

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.14 Pensions

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

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

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

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

Where actuarial gains result in the LGPS pension position being a net asset, the Trust has elected to cap the asset position to a nil balance on the basis that it does not represent a genuine receivable asset to the trust.

1.15 Agency arrangements

The Academy acts as an agent in distributing 16-19 Bursary Funds from the DfE. Payments received from the DfE and subsequent disbursements to students are excluded from the Statement of Financial Activities incorporating Income and Expenditure Account, as the Academy does not have control over the charitable application of the funds. The Trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities incorporating Income and Expenditure Account. Where the funds have not been fully applied in the accounting period then an amount will be included as amounts due to the DfE.

1.16 Fund accounting

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

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

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

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

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

2. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

The Trustees make 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 23, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

At the balance sheet date the pension scheme assets were more than the liabilities, resulting in a surplus. It was necessary to determine the extent to which this surplus was capable of being recovered either through reduced contributions in the future or through refunds from the scheme. A refund is only available on ceasing to participate in the scheme, which is not practicably possible whilst the Trust continues in operation due to the requirement to provide access to the scheme to relevant employees and would not be possible if the trust were to cease operations as these operations would be transferred to another academy trust that would take over any asset. With regard to reductions in contributions the Trust is pooled with other trusts in the setting of its contribution rates under the scheme. In addition the Trust considers there to be a minimum funding requirement in respect of its contributions. Consequently the Trust does not consider that it is able to recover the surplus through reduced contributions in the future and has therefore restricted the surplus recognised to £nil.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

3. Income from donations and capital grants

	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations	34,086	89,611	-	123,697	97,623
Notional Rent	-	760,000	-	760,000	760,000
Government grants	-	-	22,489	22,489	22,953
Total 2025	34,086	849,611	22,489	906,186	880,576
Total 2024	23,636	833,987	22,953	880,576	

In 2024 income from donations was £97,623 of which £23,636 was unrestricted and £73,987 restricted.

In 2024, income from notional rent was £760,000 of which all was restricted.

In 2024, capital grants of £22,953 were in relation to restricted fixed assets.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

4. Funding for the Academy's provision of education

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Provision of Education				
DfE grants				
General Annual Grant (GAG)	-	7,267,763	7,267,763	7,109,066
Other DfE grants				
Other DfE / EFA grants	-	447,794	447,794	243,219
Teachers Pay Award Grant	-	63,931	63,931	108,200
Pupil Premium	-	281,975	281,975	262,563
Teachers Pension Grant	-	136,386	136,386	109,528
MSAG	-	-	-	209,720
	-	8,197,849	8,197,849	8,042,296
Other Government grants				
Local Authority Grant	-	125,798	125,798	137,203
Catering Income	256,934	-	256,934	246,894
Total 2025	256,934	8,323,647	8,580,581	8,426,393
Total 2024	246,894	8,179,499	8,426,393	

In 2024, income from DfE/ESFA grants was £8,042,296 of which all was restricted.

In 2024, income from other Government grants was £137,203 of which all was restricted.

In 2024, income from catering was £246,894 of which all was unrestricted.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

5. Income from other trading activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Hire of facilities	176,635	176,635	205,022
Exam fees	9,454	9,454	4,250
Other income	32,092	32,092	61,201
Total 2025	218,181	218,181	270,473
Total 2024	270,473	270,473	

In 2024, all income from other trading activities was unrestricted.

6. Investment income

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Bank interest	25,884	-	25,884	24,217
Pension income	-	-	-	26,000
Total 2025	25,884	-	25,884	50,217
Total 2024	24,217	26,000	50,217	

In 2024, investment income was £50,217, of which £24,217 was unrestricted and £26,000 restricted.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

7. Expenditure

	Staff Costs 2025 £	Premises 2025 £	Other 2025 £	Total 2025 £	Total 2024 £
Direct costs	6,689,242	-	375,633	7,064,875	6,812,753
Support costs	991,634	648,508	1,310,818	2,950,960	3,110,010
Total 2025	<u><u>7,680,876</u></u>	<u><u>648,508</u></u>	<u><u>1,686,451</u></u>	<u><u>10,015,835</u></u>	<u><u>9,922,763</u></u>
Total 2024	<u><u>7,419,038</u></u>	<u><u>804,592</u></u>	<u><u>1,699,133</u></u>	<u><u>9,922,763</u></u>	

In 2024, direct expenditure consisted of £6,387,383 staff costs and £425,370 other costs.

In 2024, support expenditure consisted of £1,031,655 staff costs, £804,592 premises costs and £1,273,763 other costs.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

8. Charitable activities

	2025 £	2024 £
Direct costs	7,064,875	6,812,753
Support costs	2,950,960	3,110,010
	10,015,835	9,922,763
	10,015,835	9,922,763
	2025 £	2024 £
Support staff costs	991,634	1,031,655
Depreciation	94,360	109,469
Technology costs	115,755	80,012
Premises costs (excluding depreciation)	553,191	693,983
Other support costs	326,566	343,535
Governance costs	17,994	39,540
Legal	91,460	51,816
Notional rent	760,000	760,000
	2,950,960	3,110,010
	2,950,960	3,110,010

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2025 £	2024 £
Depreciation of tangible fixed assets	94,360	109,469
Fees paid to Auditors for:		
- Audit	14,750	13,350
- Other services	6,200	4,250
	21,150	21,850
	21,150	21,850

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

10. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2025 £	2024 £
Wages and salaries	5,555,511	5,321,528
Social security costs	675,327	571,970
Pension costs	1,259,721	1,223,501
	<u>7,490,559</u>	<u>7,116,999</u>
Agency staff costs	190,317	302,039
	<u><u>7,680,876</u></u>	<u><u>7,419,038</u></u>

b. Severance payments

The Academy paid 2 severance payments in the year (2024 - 1), disclosed in the following bands:

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

c. Staff numbers

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

	2025 No.	2024 No.
Management	10	11
Teachers	62	62
Administration and support	59	59
	<u>131</u>	<u>132</u>
	<u><u>131</u></u>	<u><u>132</u></u>

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

10. Staff (continued)

d. Higher paid staff

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

	2025	2024
	No.	No.
In the band £60,001 - £70,000	21	26
In the band £70,001 - £80,000	3	2
In the band £80,001 - £90,000	3	7
In the band £90,001 - £100,000	1	-
In the band £120,001 - £130,000	1	1
	1	1

e. Key management personnel

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 2. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £1,272,604 (2024 - £1,277,134). Included in the above are employee benefits and employer pension contributions of £228,181 (2024 - £218,071) and employer national insurance contributions of £114,990 (2024 - £114,138). The average headcount of key management personnel in the year was 12 (2024: 13) people.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

11. Trustees' remuneration and expenses

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

		2025	2024
		£	£
Mr C Lamb, Headteacher	Remuneration	125,000 -	125,000 -
		130,000	130,000
	Pension contributions paid	35,000 -	30,000 -
		40,000	35,000
Ms J Foxley	Remuneration	60,000 -	40,000 -
		65,000	45,000
	Pension contributions paid	10,000 -	10,000 -
		15,000	15,000
Ms S Hardy	Remuneration	50,000 -	45,000 -
		55,000	50,000
	Pension contributions paid	10,000 -	10,000 -
		15,000	15,000

During the year ended 31 August 2025, expenses totalling £NIL were reimbursed or paid directly to Trustee (2024 - £69). The full amount was to provide lunch for the governors at a full body meeting.

12. Trustees' and Officers' insurance

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

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

13. Tangible fixed assets

	Land and Buildings £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation					
At 1 September 2024	2,336,267	464,437	327,027	27,205	3,154,936
Additions	-	31,568	12,742	-	44,310
Disposals	-	(3,424)	-	-	(3,424)
At 31 August 2025	<u>2,336,267</u>	<u>492,581</u>	<u>339,769</u>	<u>27,205</u>	<u>3,195,822</u>
Depreciation					
At 1 September 2024	393,644	326,040	228,000	27,205	974,889
Charge for the year	45,640	21,724	26,996	-	94,360
On disposals	-	(3,424)	-	-	(3,424)
At 31 August 2025	<u>439,284</u>	<u>344,340</u>	<u>254,996</u>	<u>27,205</u>	<u>1,065,825</u>
Net book value					
At 31 August 2025	<u>1,896,983</u>	<u>148,241</u>	<u>84,773</u>	<u>-</u>	<u>2,129,997</u>
At 31 August 2024	<u>1,942,623</u>	<u>138,397</u>	<u>99,027</u>	<u>-</u>	<u>2,180,047</u>

14. Debtors

	2025 £	2024 £
Due after more than one year		
Other debtors	1,520,000	1,520,000
Due within one year		
Trade debtors	56,776	1,050
Other debtors	760,000	760,623
Prepayments and accrued income	173,691	178,241
VAT recoverable	32,552	11,675
	<u>2,543,019</u>	<u>2,471,589</u>

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

15. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	124,203	68,026
Other taxation and social security	159,793	132,448
Other creditors	906,149	902,482
Accruals and deferred income	50,789	87,659
	1,240,934	1,190,615
	1,240,934	1,190,615
	2025 £	2024 £
Deferred income brought forward	28,046	42,498
Resources deferred during the year	-	28,046
Amounts released from previous periods	(28,046)	(42,498)
Deferred income carried forward	-	28,046
	-	28,046

There were no resources deferred at year end.

16. Creditors: Amounts falling due after more than one year

	2025 £	2024 £
Other creditors	1,520,000	1,520,000
	1,520,000	1,520,000
	1,520,000	1,520,000

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

17. Statement of funds

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2025 £
Unrestricted funds						
General Funds	959,816	535,085	(255,434)	(590,604)	-	648,863
Sinking Fund for 3G Pitch	160,866	-	-	60,000	-	220,866
School Rebuild	300,000	-	-	-	-	300,000
	<u>1,420,682</u>	<u>535,085</u>	<u>(255,434)</u>	<u>(530,604)</u>	<u>-</u>	<u>1,169,729</u>
Restricted general funds						
General Annual Grant	-	7,267,763	(7,776,546)	508,783	-	-
Other DfE/ESFA grants	-	648,111	(648,111)	-	-	-
Pupil Premium	-	281,975	(281,975)	-	-	-
Other Government grants	-	125,798	(125,798)	-	-	-
Donation in kind	-	760,000	(760,000)	-	-	-
Restricted donations	-	89,611	(89,611)	-	-	-
Pension reserve	-	-	16,000	-	(16,000)	-
	<u>-</u>	<u>9,173,258</u>	<u>(9,666,041)</u>	<u>508,783</u>	<u>(16,000)</u>	<u>-</u>
Restricted fixed asset funds						
Fixed asset fund	2,180,047	-	(94,360)	44,310	-	2,129,997
Devolved Formula Capital	-	22,489	-	(22,489)	-	-
	<u>2,180,047</u>	<u>22,489</u>	<u>(94,360)</u>	<u>21,821</u>	<u>-</u>	<u>2,129,997</u>
Total Restricted funds	<u>2,180,047</u>	<u>9,195,747</u>	<u>(9,760,401)</u>	<u>530,604</u>	<u>(16,000)</u>	<u>2,129,997</u>
Total funds	<u><u>3,600,729</u></u>	<u><u>9,730,832</u></u>	<u><u>(10,015,835)</u></u>	<u><u>-</u></u>	<u><u>(16,000)</u></u>	<u><u>3,299,726</u></u>

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

17. Statement of funds (continued)

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

Unrestricted funds

This represents income received that does not have restrictions. Included within unrestricted funds, the Trustees have designated amounts in respect of anticipated expenditure for the 3G pitch in accordance with the funding agreement.

Designated funds - School Rebuild

This represents unrestricted funding that has been set aside to cover the costs of fixtures and fittings required for the School Rebuild as a result of the academy being accepted for the Government's School Rebuild Programme.

General Annual Grant (GAG)

This represents funding from the DfE to cover the costs of recurrent expenditure. Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2025.

Other DfE/ESFA grants

This represents funding from the DfE/ESFA grants for specific projects.

Pupil Premium

This funding is to be used to raise achievement and improve outcomes for pupils from low-income families who are eligible for free school meals.

Donation in kind

This fund represents the rent free occupation of the land and buildings from the Enfield Grammar School Foundation Trust.

Restricted Donations

This restricted fund has arisen from other income that the Academy has received. The monies have to be used for the benefit of the Academy and there are restrictions on how these monies can be spent.

Pension reserve

This fund represents the Academy's share of the Local Government Pension Scheme (LGPS) transferred to the Academy on conversion from being a state controlled school.

Fixed assets fund

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

Devolved Formula Capital (DFC) fund

This represents funding received from DfE specifically for the maintenance and improvement of the Academy's buildings and facilities.

Condition Improvement Fund (CIF) Grant

This represents funding received from the DfE specifically for repairs on the Art and Science block roofing to improve the Academy's buildings and facilities.

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

17. Statement of funds (continued)

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

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
Unrestricted funds						
General Funds	1,094,696	565,220	(270,502)	(429,598)	-	959,816
Sinking Fund for 3G Pitch	160,866	-	-	-	-	160,866
School Rebuild	300,000	-	-	-	-	300,000
	<u>1,555,562</u>	<u>565,220</u>	<u>(270,502)</u>	<u>(429,598)</u>	<u>-</u>	<u>1,420,682</u>
Restricted general funds						
General Annual Grant	87,723	7,109,066	(7,593,372)	396,583	-	-
Other DfE/ESFA grants	-	670,667	(670,667)	-	-	-
Pupil Premium	-	262,563	(262,563)	-	-	-
Other Government grants	-	137,203	(137,203)	-	-	-
Donation in kind	-	760,000	(760,000)	-	-	-
Restricted donations	-	73,987	(73,987)	-	-	-
Pension reserve	-	26,000	(45,000)	-	19,000	-
	<u>87,723</u>	<u>9,039,486</u>	<u>(9,542,792)</u>	<u>396,583</u>	<u>19,000</u>	<u>-</u>
Restricted fixed asset funds						
Fixed asset fund	2,233,548	-	(109,469)	55,968	-	2,180,047
Devolved Formula Capital	-	22,953	-	(22,953)	-	-
	<u>2,233,548</u>	<u>22,953</u>	<u>(109,469)</u>	<u>33,015</u>	<u>-</u>	<u>2,180,047</u>
Total Restricted funds	<u>2,321,271</u>	<u>9,062,439</u>	<u>(9,652,261)</u>	<u>429,598</u>	<u>19,000</u>	<u>2,180,047</u>
Total funds	<u><u>3,876,833</u></u>	<u><u>9,627,659</u></u>	<u><u>(9,922,763)</u></u>	<u><u>-</u></u>	<u><u>19,000</u></u>	<u><u>3,600,729</u></u>

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	-	2,129,997	2,129,997
Debtors due after more than one year	-	1,520,000	-	1,520,000
Current assets	1,169,729	1,240,934	-	2,410,663
Creditors due within one year	-	(1,240,934)	-	(1,240,934)
Creditors due in more than one year	-	(1,520,000)	-	(1,520,000)
Total	<u>1,169,729</u>	<u>-</u>	<u>2,129,997</u>	<u>3,299,726</u>

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	2,180,047	2,180,047
Debtors due after more than one year	1,520,000	-	-	1,520,000
Current assets	(99,318)	2,710,615	-	2,611,297
Creditors due within one year	-	(1,190,615)	-	(1,190,615)
Creditors due in more than one year	-	(1,520,000)	-	(1,520,000)
Total	<u>1,420,682</u>	<u>-</u>	<u>2,180,047</u>	<u>3,600,729</u>

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

19. Reconciliation of net expenditure to net cash flow from operating activities

	2025 £	2024 £
Net expenditure for the year (as per Statement of Financial Activities)	(285,003)	(295,104)
Adjustments for:		
Depreciation	94,361	109,469
Capital grants from DfE Group	22,489	22,953
Interest receivable	(25,884)	(24,217)
LGPS Pension Adjustments	(16,000)	19,000
(Increase)/decrease in debtors	(71,430)	26,118
Increase/(decrease) in creditors	50,319	(95,480)
Net cash used in operating activities	(231,148)	(237,261)

20. Cash flows from investing activities

	2025 £	2024 £
Interest	25,884	24,217
Purchase of tangible fixed assets	(44,311)	(55,968)
Capital grants from DfE Group	(22,489)	(22,953)
Net cash used in investing activities	(40,916)	(54,704)

21. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand and at bank	1,387,644	1,659,708

22. Analysis of changes in net debt

	At 1 September 2024 £	Cash flows £	At 31 August 2025 £
Cash at bank and in hand	1,659,708	(272,064)	1,387,644
	<u>1,659,708</u>	<u>(272,064)</u>	<u>1,387,644</u>

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

23. Pension commitments

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

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

Contributions amounting to £144,297 were payable to the schemes at 31 August 2025 (2024 - £141,954) and are included within creditors.

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

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

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

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy);
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £220,200 million, giving a notional past service deficit of £39,800 million; and

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

The employer's pension costs paid to TPS in the year amounted to £1,001,870 (2024 - £908,435).

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

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

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

23. Pension commitments (continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £360,000 (2024 - £345,000), of which employer's contributions totalled £276,000 (2024 - £264,000) and employees' contributions totalled £84,000 (2024 - £81,000). The agreed contribution rates for future years are 17.8% per cent for employers and 5.5 - 7.5 per cent for employees.

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

Principal actuarial assumptions

Local Government Pension Scheme

	2025	2024
	%	%
Rate of increase in salaries	4.2	4.2
Rate of increase for pensions in payment/inflation	2.7	2.7
Discount rate for scheme liabilities	6.05	5.0
Inflation assumption (CPI)	2.7	2.7
	2.7	2.7

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

	2025	2024
	Years	Years
Retiring today		
Males	21.1	20.8
Females	23.3	23.3
Retiring in 20 years		
Males	22.2	21.9
Females	24.7	24.7
	24.7	24.7

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

23. Pension commitments (continued)

As at the 31 August 2025 the Trust had a pension deficit of £1,763,000 (2024 pension asset - £626,000) which was capped to £Nil per the asset ceiling paper.

The sensitivity analysis detailed below would increase/(decrease) the closing defined benefit obligation in the following way:

Sensitivity analysis

	2025 £000	2024 £000
Discount rate +0.1%	(84)	(92)
Discount rate -0.1%	84	92
Mortality assumption - 1 year increase	191	210
Mortality assumption - 1 year decrease	(191)	(210)
CPI rate +0.1%	84	91
CPI rate -0.1%	(84)	(91)
	<u> </u>	<u> </u>

Share of scheme assets

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

	At 31 August 2025 £	At 31 August 2024 £
Equities	3,727,000	3,233,000
Gilts	1,830,000	1,763,000
Property	719,000	646,000
Other	261,000	235,000
	<u> </u>	<u> </u>
Total market value of assets	<u>6,537,000</u>	<u>5,877,000</u>

The actual return on scheme assets was £422,000 (2024 - £562,000).

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

	2025 £	2024 £
Current service cost	(262,000)	249,000
Interest income	268,000	271,000
Interest cost	(268,000)	(245,000)
	<u> </u>	<u> </u>
Total amount recognised in the Statement of Financial Activities	<u>(262,000)</u>	<u>275,000</u>

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

23. Pension commitments (continued)

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

	2025 £	2024 £
At 1 September	5,251,000	4,938,000
Current service cost	262,000	249,000
Interest cost	268,000	245,000
Employee contributions	83,000	81,000
Actuarial gains	(968,000)	(191,000)
Benefits paid	(122,000)	(131,000)
Unfunded pension payments	-	(6,000)
Change in basis of valuation	-	66,000
At 31 August	<u>4,774,000</u>	<u>5,251,000</u>

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

	2025 £	2024 £
At 1 September	5,251,000	4,938,000
Interest income	269,000	271,000
Actuarial losses	(984,000)	(172,000)
Employer contributions	277,000	270,000
Employee contributions	83,000	81,000
Benefits paid	(122,000)	(131,000)
Unfunded pension payments	-	(6,000)
At 31 August	<u>4,774,000</u>	<u>5,251,000</u>

24. Operating lease commitments

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

	2025 £	2024 £
Amounts payable:		
Within 1 year	14,449	23,038
Between 1 and 5 years	-	9,121
	<u>14,449</u>	<u>32,159</u>

ENFIELD GRAMMAR SCHOOL
(A Company Limited by Guarantee)

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

25. Members' liability

Each Member of the Charitable Company undertakes to contribute to the assets of the Company in the event of it being wound up while 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 cease to be a Member.

26. Related party transactions

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

Any transactions where the Trustee has a pecuniary interest is only undertaken in accordance with the 'at cost' principle stated in the Academy Trust Handbook.

Some Members and Trustees of the Academy are also Trustees of the Enfield Grammar School Foundation Trust, a separate charity registered with the Charity Commission. The Academy operates from land and buildings provided rent free by the Enfield Grammar School Foundation Trust. In accordance with the Academies Accounts Direction 2024 to 2025 the Academy Trustees have concluded that, on the basis of the circumstances existing at 2025 year end, and based upon the probable course of subsequent events, the Academy does have an asset representing the future value of occupying the property free of rent. The Academy Trustees consider that the appropriate period for which to recognise this asset is the length of the notice period detailed in the Supplemental Funding Agreement with the Secretary of State, i.e. 3 years. The Academy Trustees estimate that the cost of renting equivalent buildings would be £760,000 per annum, on this basis a donation from the Enfield Grammar School Foundation Trust of £760,000 is shown in the accounts together with a notional expense of the same amount. In addition, included within both creditors and debtors is a donation in kind receivable of £2,280,000, split between due within one year and due after one year, representing the commitment by the Enfield Grammar School Foundation Trust to provide the land and buildings rent free for a minimum of a further 3 years.

There were related party transactions that totalled £15,413 (2024: £Nil).

No other related party transactions took place in the period of account, other than certain Trustees' remuneration and expenses already disclosed in note 11.

27. Agency arrangements

The Academy distributes 16-19 bursary funds to students as an agent for the DfE. In the accounting period ending 31 August 2025 the Academy received £18,298 including previously deferred income (2024 - £32,090) and disbursed £13,665 (2024 - £9,752) from the fund. An amount of £26,970 (2024 - £22,338) is included in the carry forward at year end relating to undistributed funds that are repayable to the DfE.