

Company Registration Number: 07831395 (England & Wales)

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details	1 - 2
Trustees' Report	3 - 16
Governance Statement	17 - 21
Statement of Regularity, Propriety and Compliance	22
Statement of Trustees' Responsibilities	23
Independent Auditors' Report on the Financial Statements	24 - 26
Independent Reporting Accountant's Report on Regularity	27 - 28
Statement of Financial Activities Incorporating Income and Expenditure Account	29 - 30
Balance Sheet	31 - 32
Statement of Cash Flows	33
Notes to the Financial Statements	34 - 59

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

Members	Mr S J Blake - Chairman Mr P Smith Mrs J Adams Mr J Perry Mrs C E Islip Mr S Hassan Mrs R B Shaikh-Zaidi Mr F Choudhury Mr D Adebayo (resigned 20 September 2024)
Trustees	Mr S J Blake Mr P Smith Mrs J Adams Mr J Perry Mrs C E Islip Mr S Hassan Mrs R B Shaikh-Zaidi Mr F Choudhury Mr D Adebayo (resigned 20 September 2024) Ms S Begum Mr J Noble - Headteacher & Accounting Officer (resigned 1 September 2025) Mr K Ahmed - Headteacher & Accounting Officer (appointed 1 September 2025)
Company registered number	07831395
Company name	Icknield High School
Principal and registered office	Riddy Lane Luton LU3 2AH
Company secretary	Mrs T Freeman
Senior management team	J Noble, Headteacher (resigned 31 August 2025) K Ahmed, Headteacher (appointed 1 September 2025) I King-Mand, Deputy Headteacher K Mason, Deputy Headteacher (appointed 1 September 2025) D Chopra, Assistant Headteacher S Farrar, Assistant Headteacher (resigned 31 August 2025) R Latif, Assistant Headteacher R Pack, Assistant Headteacher U Qayyum, Assistant Headteacher E Grunwald, Associate Assistant Headteacher (appointed 1 September 2025) M A Abbas, Associate Assistant Headteacher (appointed 1 September 2025)

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

Independent auditors	MHA Century House 1 The Lakes Northampton NN4 7HD
Bankers	HSBC 63 George Street Luton Bedfordshire LU1 2AR
Solicitors	Stone King LLP Bateman House 82-88 Hills Road Cambridge CB2 1LQ

ICKNIELD HIGH 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 the charitable company for the period 1 September 2024 to 31 August 2025. The annual report serves the purposes of both a Trustees' report, and a directors' report and strategic report under company law.

The Academy Trust operates an academy for pupils aged 11 to 16 serving a catchment area in north Luton. It has a pupil capacity of 1475 and had a roll of 1458 in the school census on October 2025.

Structure, governance and management

a. Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of Icknield High School are also the directors of the charitable company for the purposes of company law. The charitable company operates as Icknield High 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.

b. Members' liability

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

c. Trustees' indemnities

Through the RPA Trustees are indemnified against damages, judgements, settlements; costs or expenses awarded to any claimant; defiance costs and against any alleged maladministration.

d. Method of recruitment and appointment or election of Trustees

Trustees are elected and co-opted under terms of the Articles of Association.

e. Policies adopted for the induction and training of Trustees

The School continues to procure Governor Support services provided by Luton Borough Council, the Local Authority (LA). Additional training is provided as required based on individual or collective need. The annual Governor Skills Matrix informs training need. External advice and support is commissioned where necessary.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

Structure, governance and management (continued)

f. Organisational structure

The structure of the Academy consists of three senior levels: the Board of Directors (Governing Body), the Head Teacher, and the broader Leadership Team (LT) which includes Deputy Head Teachers, Assistant Head Teachers and Associate Assistant Headteachers. An aim of this management structure is to distribute responsibility and accountability and to encourage involvement in decision making at all levels so that the School nurtures the talents of its entire staff to support continual improvement and excellence.

The Board is responsible for setting the School's strategic direction; creating robust accountability, and ensuring financial probity.

The Head teacher and Leadership Team manage the School at an executive level, implementing the policies set by the Board of Directors and reporting back to them.

During the year, there were four sub-committees. Each sub-committee has its own terms of reference detailing the responsibilities discharged to the sub-committee, to the Head teacher (The Accounting Officer) and to the Leadership Team. The terms of reference and meeting frequency for each sub-committee is reviewed and approved by the Board of Directors annually. The terms of reference for the Finance Sub-Committee detail the School's authorised spending limits.

The sub-committees of the Governing Body are the:

- Curriculum Committee
- Student Affairs Committee
- Finance and Staffing Committee
- Estates Committee

The Accounting Officer (Headteacher)

Within the framework of the School Improvement Plan (SIP) as approved by the Governing Body, the Accounting Officer has personal responsibility for:

- the propriety and regularity of the public finances, for which they are answerable
- the keeping of proper accounts
- prudent and economical administration
- the avoidance of waste and extravagance
- ensuring value for money
- the efficient use of all resources their charge

Much of the day to day financial responsibility has been delegated to the Chief Financial Officer and the Headteacher and as the Accounting Officer, the Headteacher still retains responsibility for:

- approving new staff appointments within the authorised structure, except for any senior staff posts which the Governing Body have agreed should be approved by them
- authorising contracts between £10,000 and £30,000 in conjunction with the Chief Financial Officer
- Bank account signatory in conjunction with other authorised signatories

The Accounting Officer must advise the Board of Trustees in writing, whether at any time, in their opinion, any action or policy under consideration by the Finance and Staffing Committee or the Governing Body is incompatible with the terms of the Academy's Funding Agreement or the Academies Financial Handbook. Similarly, the Accounting Officer must advise the DfE in writing if the FGB appears to be failing to act where required to do so by the terms and conditions of the Academy's Funding Agreement or the Academies' Financial Handbook.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

Structure, governance and management (continued)

Groups of Governors may be formally organised outside of the sub-committee structure to support the School as required, to consider:

- Headteacher, and Leadership Team (LT) recruitment
- Appraisal of the Headteacher
- Teachers' pay
- Student Discipline
- Staff Discipline
- Complaints
- Significant areas of change management

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

Arrangements for setting the pay and remuneration of the academy's key management personnel are reviewed by the Finance and Staffing subcommittee and approved by the full governing body. The school follows the pay arrangements for maintained schools in England and Wales for teachers and support staff. The school's teachers' pay policy is based on the national agreed pay scale as outlined in the School Teachers Pay and Conditions Document. The school adheres to Local Government pay arrangements for support staff and follows the Local Government pay spine.

h. Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the year	2
Full-time equivalent employee number	1

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time £

Total cost of facility time	-
Total pay bill	8,472,451
Percentage of total pay bill spent on facility time	- %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
---	-----

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

Structure, governance and management (continued)

i. Related parties and other connected charities and organisations

Mr S J Blake is a director & shareholder of KPS Automotive Parts Ltd.

Mr P Smith is not in employment.

Mrs R B Shaikh-Zaidi is owner of RSZ Scientific Limited.

Mrs J Adams is the Headteacher at William Austin Junior School.

Mr J Perry is a Partner at Norton Rose Fulbright LLP.

Mr S Hassan is director & shareholder of Elephant Sky Ltd.

Mrs C E Islip is Deputy Headteacher at Icknield Primary School.

Mr F Choudhury is employed by Turner & Townsend.

Ms S Begum is employed by Icknield High School.

The School networks through a nationwide group of schools belonging to the PiXL organisation to which it pays an annual membership fee. It also networks through the Teacher Development Trust for which an annual membership is also paid.

j. Engagement with employees (including disabled persons)

The School always seeks to engage with employees and explores all avenues to secure genuine involvement of all stakeholders in Icknield High School's performance.

This engagement includes:

- Daily staff briefings
- Calendared meetings aligned to key groups of staff
- Calendared Professional Learning sessions for all teachers
- Engagement of all staff with mandatory training
- Joint development of the School Improvement Plan and middle leader plans with transparent performance and improvement objectives
- Regular meetings with union representatives
- Planned opportunities for staff to feedback on the Schools performance
- Use of School website and social media
- School policies, including Equalities Policy

Following the Equality Act 2010 the Governors have approved a new Single Equalities Policy. The policy commits the school to fulfil its obligations under the Act to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

Additionally, the school will publish annually its equality information and also its specific equality objectives every four years.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

Objectives and activities

a. Objects and aims

Icknield High School is a mixed 11-16 comprehensive school which sees its rich diversity and cultural heritage as perhaps the most important of its many strengths. We foster a genuine sense of respect for the individual alongside an appreciation of the culture and beliefs of others.

At Icknield High School everything we do is underpinned by our overriding philosophy of 'raising the achievement of all'. We believe that every student, regardless of background, should be afforded the same opportunities to be successful and that nothing should hold a child back from pursuing their talents and passions. We have consistently high expectations of our students and encourage excellence in all aspects of school life.

Our vision is supported by a set of core values - known as 'Icknield CARES' - which permeate through every aspect of the school's culture. These are:

- Celebration
- Aspiration
- Respect
- Equality
- Support

The Icknield CARES mantra is exemplified in our work to foster collaborative approaches at all levels - not only between students and staff but also with parents, governors, and the local community. We aim to ensure that parents are fully engaged with their child's progress throughout their school career and liaise closely with the wider community in Luton to ensure that the school plays its part in local life.

We recognise and value the diverse nature of our student body, and are fully committed to creating an inclusive and respectful environment for all students to grow and develop. We promote equality and actively tackle bullying and harassment so students can feel safe in our school. All staff provide individualised support to students while promoting positive behaviour through the school's 'respect' agenda.

Icknield's expansive curriculum and wide range of extra-curricular activities combine to ensure that students can develop a wide range of interests and ambitions. Our highly motivated staff encourage students to be ambitious in their learning and adopt a positive, 'can-do' approach to new challenges and opportunities.

Within this supportive context we are unapologetic in demanding high standards of work and conduct from our students. By supporting them to develop their curiosity, independence and resilience we believe we really can raise the achievement of all our students.

b. Objectives, strategies and activities

The School's objective for the period ending 31st August 2025 was to raise the attainment level of all students through development of curriculum structure, teaching and learning, care and well-being (including behaviour, welfare and safety) and school leadership. Icknield High School values diversity and seeks to give everyone in the school an equal chance to learn, work and live, free from the action, or fear, of racism, discrimination, or prejudice.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

Objectives and activities (continued)

School Improvement Priorities 2025 – 2026

The priorities for improvement in 2025-26 are structured around the themes of Quality of Education, Behaviour and Attitudes, Personal Development and Leadership. Priorities are established through a rigorous and collaborative self-evaluation.

c. Public benefit

In setting our objective and planning out activities the Trustees have carefully considered the Charity Commission's general guidance on public benefit. The principal object of the School, and complied with by the Trust's Trustees, is to "advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining and carrying on, managing and developing a school offering a broad and balanced curriculum".

Strategic report

Achievements and performance

The School is proud to celebrate another year of exceptional GCSE results, which, by nearly every measure, represent a record-breaking achievement. This year, 74% of students attained a Grade 4 or higher in both English and mathematics, while 57% achieved a Grade 5 or higher in these core subjects. Although final national averages have not yet been published, provisional data suggests that the national figures stand at approximately 65% for Grade 4 and 45% for Grade 5. These results place our school significantly above the national average and confirm that we are currently leading among secondary schools in Luton.

This cohort also represents the first group to complete the revised two-year GCSE programme. We are pleased to report that the transition to this structure has not had a detrimental impact on outcomes. Thanks to the dedication of our staff, the three-year Key Stage 3 curriculum has been carefully designed to provide a strong foundation of knowledge and skills. This has enabled students to approach Key Stage 4 with confidence and depth, ultimately supporting their success across a broad range of subjects.

While there are many aspects of this year's outcomes that we are delighted with, we are particularly proud of the number of students who secured five or more GCSE passes at either the standard (Grade 4+) or strong (Grade 5+) level, including English and mathematics. Although success in the core subjects is crucial, it is the combination of strong performance across a broad range of subjects that truly equips our students for high-quality and meaningful post-16 destinations. The proportion of students achieving five or more standard passes now stands at 66%, and those achieving five or more strong passes has reached 48%. Both figures are well above the national average and reflect the readiness of our students to progress confidently into their chosen further education pathways.

It is important to note that this cohort did not sit SATs examinations in Year 6, which means that progress data is unavailable for this year. As a result, greater emphasis has been placed on Attainment 8 scores, which provide a comprehensive measure of student performance across a wide curriculum. We are pleased to report that our Attainment 8 scores for all key student groups and subject areas exceed national averages, further demonstrating the strength and consistency of our academic provision.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

Strategic report (continued)

Achievements and performance (continued)

Group	Attainment 8	National	Difference
Overall	4.9	4.6	0.3
Girls	4.9	4.8	0.1
Boys	4.8	4.5	0.3
Non-PP	5.1	5.0	0.1
PP	4.3	3.8	0.5
English	5.4	5.0	0.4
Maths	5.2	4.6	0.6
EBacc	4.7	4.5	0.2
Open	4.6	4.5	0.1
SEN K	3.9	3.3	0.6

We are particularly pleased with the attainment outcomes in mathematics and among our disadvantaged students, both of which significantly exceed national averages. These results reflect the focused support and high-quality teaching that have been consistently delivered across the school, and they highlight our commitment to ensuring that every student regardless of background has the opportunity to succeed.

Outcomes in Basics – Gender

Group	Students	% 4+ M/E	% 5+ M/E	% 7+ M/E
All students	281	74 (65%)	57 (45%)	19 (12%)
Female	140	74 (66%)	55 (46%)	21 (13%)
Male	141	73 (64%)	59 (44%)	16 (12%)
Gap		1%	-4%	4%

The data reveals a broadly balanced picture of achievement by gender, with both male and female students performing above national averages across all key thresholds in English and mathematics. Female students matched the overall school average at Grade 4+ (74%) and slightly underperformed at Grade 5+ (55%) compared to males (59%). However, females outperformed males at the highest level, with 21% achieving Grade 7+ compared to 16% of males. These figures suggest that while boys are more likely to secure strong passes, girls are more likely to reach the top grades. The gender gap remains relatively narrow, with only minor differences across thresholds, and all groups outperforming national benchmarks.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

Strategic report (continued)

Achievements and performance (continued)

Outcomes in Basics – Disadvantaged

Group	Students	%V 4+ M/E	% 5+ M/E	% 7+ M/E
All students	281	74 (65%)	57 (45%)	19 (12%)
Non-PP	203	75 (72%)	61 (51%)	23 (15%)
PP	73	70 (48%)	47 (29%)	7 (6%)
Gap		5%	14%	16%

The performance of our disadvantaged students this year is a point of genuine pride. While there remains a gap between Pupil Premium (PP) and non-PP students, our outcomes for disadvantaged learners are notably stronger than national averages. At our school, 70% of PP students achieved Grade 4 or above in both English and mathematics, compared to a national average of approximately 48%. Similarly, 47% of our PP students reached Grade 5 or above, significantly outperforming the national benchmark of around 29%. Even at the highest level, 7% of PP students achieved Grade 7 or above, exceeding the national average of 6%. These results reflect the impact of our targeted interventions, inclusive curriculum, and the dedication of staff in supporting every learner to reach their potential. While we continue to work towards closing the gap entirely, these outcomes demonstrate that our disadvantaged students are thriving well above national expectations.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

Strategic report (continued)

Achievements and performance (continued)

Key Performance Indicators

Headline figures – Icknield High School							
Year Groups	Blue Ties	Yellow Ties	Silver Ties	Green Ties	Red Ties	Blue Ties	Yellow Ties
Year	18 - 19	19-20	20 - 21	21 - 22	22 - 23	23 - 24	24-25
Attainment 8	4.7	4.9	5.2	5.2	4.8	5.0 (4.6)	4.9 (4.6)
Progress 8	+0.40	NA	NA	+0.68	+0.38	+0.56 (0)	N/A
% 5 GCSEs including M/E 4+	64%	68%	75%	72%	62%	71% (61%)	66% (60%)
% 5 GCSEs including M/E 5+	46%	48%	52%	53%	46%	55% (42%)	49% (41%)
% Grade 4+ M/E	70%	73%	77%	78%	72%	75% (66%)	74% (65%)
% Grade 5+ M/E	50%	51%	56%	59%	53%	60% (46%)	57% (45%)
% Grade 7+ M/E	15%	16%	18%	22%	19%	23% (12%)	19% (12%)
% Grade 4+ English	80%	86%	86%	86%	77%	81% (76%)	83% (76%)
% Grade 5+ English	68%	69%	70%	74%	63%	70% (61%)	71% (61%)
% Grade 7+ English	25%	26%	27%	30%	27%	29% (23%)	28% (23%)
% Grade 4+ Mathematics	76%	77%	80%	82%	79%	80% (71%)	78% (70%)
% Grade 5+ Mathematics	56%	60%	62%	64%	63%	67% (52%)	65% (51%)
% Grade 7+ Mathematics	26%	26%	30%	33%	29%	36% (19%)	30% (19%)
Grade 4+ in Science	62%	69%	70%	69%	60%	69%	76%
Grade 5+ in Science	47%	50%	54%	50%	40%	51%	59%
Grade 7+ in Science	14%	17%	24%	21%	11%	19%	23%
EBacc entry	19%	34%	37%	51%	48%	51% (40%)	39%
EBacc average point score	3.9	4.3	4.5	4.5	4.3	4.5 (4.1)	4.4

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

Strategic report (continued)

Achievements and performance (continued)

Subject outcomes

Name	9 - 7 %	9 - 5 %	9 - 4 %	Average grade	In A8 Basket %
Art & Design	20	62	80	5	93
Biology	63	100	100	7	100
Business	18	50	68	5	98
Chemistry	66	100	100	7	91
Computer Science	50	84	92	7	100
Design Tech	32	77	82	6	98
English Language	22	54	72	5	96
English Literature	23	67	81	5	96
Ethics & Philosophy	24	69	73	5	98
Film	0	39	74	4	94
French	23	74	84	5	85
Geography	20	52	60	4	95
German	19	48	95	5	43
Graphics	13	57	81	5	85
History	23	57	66	5	96
Maths	30	65	77	5	98
PE	3	41	62	4	100
Physics	63	100	100	7	97
Spanish	18	64	82	5	97
Textiles	30	56	86	5	91
Science	13	49	67	4	100
Health & Social	20	20	20	4	100

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

Strategic report (continued)

Achievements and performance (continued)

a. Going concern

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

a. Reserves policy

During the year to 31 August 2025, revenue expenditure of £11,585,919 (excluding depreciation) (2024 - £11,079,163) was covered by grant funding from DfE together with other incoming resources. The excess of income over expenditure for the year (excluding restricted fixed asset funds, pension adjustments and transfers) was £49,848 (2024 - £153,690).

The majority of the school's income is from GAG or other DfE funding.

The fair value of the pension assets at 31 August 2025 is £9,627,000, which is £2,259,000 in excess of the present value of the defined benefit obligation at that date of £7,368,000. The surplus is recognised in the financial statements only to the extent that the academy trust can recover the surplus, either through a reduction in future contributions or through a refund to the academy trust. As contributions will not be reduced and the academy trust is unable to secure a refund, the asset has not been recognised in the financial statements. Further details are provided in note 25.

At 31 August 2025 the net book value of fixed assets was £17,494,811 (2024 - £17,501,437) and movements in tangible fixed assets are shown in note 15 to the financial statements. The assets were used exclusively for providing education and support services to the pupils of Icknield High School.

As at 31 August 2025 the Academy held £1,899,228 in reserves. The Academy's policy is that a minimum of £775,000 which represents one month's salary and fixed costs is held as ring fenced contingency. The balance of £1,124,228 is held for future capital projects and school development as planned by the Trustees. This is essential due to the age of the main school buildings and ensure that they continue to meet the operational and educational needs of the Academy. This includes but is not limited to:

Projects Planned	25-26	26-27
	£	£
Pupil Toilet Refurbishment	95,000	-
ICT Software & Hardware	53,000	81,000
Canopy Investment	350,000	-
Wireless Infrastructure	107,000	-

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

At 31 August 2025 the total funds comprised:

Unrestricted	1,019,916
Restricted: Fixed asset funds	17,494,811
Pension reserve	Nil
Other	879,312
	=====
	19,394,039
	=====

b. Investment policy

The Trustees are satisfied to develop a policy of investment that minimises the risk to the school while seeing a reasonable return on its cash balances.

Trustees have also authorised the use of short-term deposit accounts and notice deposit accounts in respect of cash held which is surplus to immediate requirements, provided that investment risk is spread amongst a variety of suitable financial institutions.

c. Principal risks and uncertainties

The Academy maintains, regularly reviews and updates a risk register where principal risks and uncertainties are detailed:

Strategic

- Presence of other schools with similar purpose and little scope for differentiation
- Aware of changes in local educational environment

Reputational

- Public profile in the community

Operational

- Management, and governance formalised
- Management information to ensure effective decision making

Compliance

- Adherence to employment, educational, environment, local authority, central government and charity legislation etc

Financial

- Documented and approved financial control and processes
- Management of pension, systems and taxation risks

Key controls in place include:

- Formal agendas for all committee activity
- Review of terms of reference for all Governing body and delegated committees under the direction of the Governing Body
- Pecuniary interests of Trustees reviewed at each meeting
- Comprehensive budgeting and management reporting
- Established organisational structure and clear lines of reporting
- Formal written policies
- Clear authorisations and approval levels

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

Fundraising

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

Plans for future periods

The School is firmly committed to raising student performance across all levels and continues to work towards ensuring that students secure high-quality, long-term placements in employment, education, or training. It has a strong grasp of its strengths and areas for development, informed by thorough data analysis and consistent monitoring of teaching and learning. The School Plan reflects these priorities, identifying key areas for improvement based on regular evaluations by the Headteacher and Leadership Team (LT), and is reviewed and updated annually with appropriate budget alignment.

Improvement strategies have proven highly effective, particularly in addressing underperforming subjects through rigorous monitoring, exceptional continuing professional development (CPD), and detailed examination analysis. The school provides robust support and intervention programmes tailored to individual student needs. Its inclusive approach is especially noteworthy, with targeted initiatives that significantly enhance student achievement and engagement.

A culture of excellence is evident throughout the school, especially in its collaborative and open professional environment. Staff are deeply committed to professional learning, with outstanding CPD practices that promote the sharing of best teaching methods. Additionally, the school has begun investing in infrastructure upgrades and capital projects to further enhance its facilities and learning environment.

The school is committed to a culture of continuous improvement and will actively explore opportunities to engage with external support services. These services will provide independent reviews of current practices, helping to identify areas where efficiencies can be enhanced and administrative processes streamlined.

Staff across all levels of the school will be actively encouraged to share best practice and contribute to evidence-based decision-making. This collaborative approach is particularly vital in light of recent changes to the curriculum and assessment system at secondary level with the introduction of new GCSE accountability measures, and the updated OFSTED inspection process.

The overarching objective is to secure the long-term success and sustainability of the school. This includes maintaining full student capacity, continuing to deliver outcomes that positively shape the future of the community, and preserving the school's strong track record of academic achievement and positive OFSTED judgements. Through strategic planning and a relentless focus on high-quality teaching and learning, the school aims to remain a centre of excellence that inspires confidence among parents, students, staff, and external stakeholders.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

Disclosure of information to auditors

Insofar as the trustees are aware:

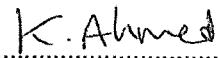
- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, and signed on its behalf by:



Mr S J Blake
Chair of Trustees

Date: 9/12/25



Mr K Ahmed
Accounting Officer

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

As Trustees we acknowledge we have overall responsibility for ensuring that Icknield High 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.

As Trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

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

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 4 times during the year.

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

Trustee	Meetings attended	Out of a possible
S J Blake - Chairman	1	4
P Smith	4	4
J Perry	4	4
J Adams	4	4
C E Islip	4	4
S Hassan	4	4
R B Shaikh-Zaidi	4	4
F Choudhury	2	4
S Begum	3	4
J Noble – Headteacher and Accounting Officer (resigned 31 August 2025)	4	4
D Adebayo (resigned 20 September 2024)	0	0

Governor sub committees are as follows:

- Finance and Staffing
- Student Affairs
- Curriculum
- Estates

The Finance and Staffing committee as a sub-committee of the main Board of Trustees, met 6 times remotely via Teams during the financial year 2024-2025. This ensured effective oversight of financial management, staffing, Internal scrutiny, budget monitoring and approval, in line with approved terms of reference.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
J Noble	4	6
S J Blake	5	6
J Perry, Chair	6	6
R B Shaikh-Zaidi	5	6
F Choudhury	3	6
P Smith	1	1

In order to manage conflicts of interest members, Trustees and governors must complete a declaration of interests form annually and notify relevant changes immediately.

To supplement this arrangement there is an item on the agenda of every Trust Board and Committee meeting for such interests to be reviewed. Where a conflict of interest arises at a meeting the member/Trustee/governor will be asked to leave the meeting for the duration of the agenda item and will not partake in voting.

Any related party transactions for contracts and other agreements for the supply of goods or services must be reported to the DfE in advance of the contract or agreement commencing and, where applicable, prior approval from DfE must be obtained

Review of value for money

As Accounting Officer, the Headteacher has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes, as well as estates safety and management achieved in return for the taxpayer resources received.

The accounting officer considers how the Academy 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 or by using a framework where appropriate. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by:

1. Student Attainment

Our headline figures for standard and strong passes in English and Mathematics are detailed earlier in this report. We continue to be immensely proud of all the work and achievements of our students, especially after such a difficult and disrupted year. Our teachers have worked tirelessly to ensure students are all able to progress onto further education and study, and we look forward to seeing what they will achieve in the future.

2. Ensuring the operation of the Trust demonstrates good value for money and efficient and effective use of resources.

The Trust ensures operational efficiency through the following measures:

- High value contracts are assessed against marketplace on a regular basis to ensure that long term contracts, anything over three years in duration, remain competitive.
- For purchases above £10,000 but below the tender limit of £30,000, three quotes are required.
- The Trust continues to use elements of Luton Traded Services.
- The Trust undertakes thorough reviews of its contracts with suppliers, leading to savings and cost efficiencies throughout the Trust.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of value for money (continued)

In line with the school's Standing Orders and Financial Procedures, the school has undertaken tenders and obtained quotes to ensure that key high-value work demonstrates efficient and effective use of resources. This is aimed at ensuring the ongoing enhancement of the school building and teaching resources for the benefit of pupils and staff. Specifically, this includes the refurbishment of classrooms, the main school buildings, and improvements to the health and safety of the school site.

3. Robust Governance and Oversight of School Finances and Resources

The Academy has contracted with Hertfordshire County Council Shared Internal Audit Services to ensure that finances are fully scrutinised and independently audited. In 2024/25, three reviews were undertaken covering:

- Financial Planning & Reporting
- Key Financial Systems - Income
- Cyber Security

At the conclusion of each audit, a report was presented to the Accounting Officer and the Finance and Staffing Committee for review and approval.

The Academy benefits from the provision of a series of independent test controls by external auditors. This audit reviews key financial policies, systems, and procedures, including the use of tenders, and presents reports on compliance to the Finance and Staffing Committee.

The Finance and Staffing Committee meets six times a year and receives in-year budget monitoring reports, detailing compliance with the School's Financial Regulations and the Academy Trust Handbook. They also review and approve mandatory DfE returns.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Icknield High School for the period 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

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

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework

The Academy Trust's system of internal 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 Finance and Staffing 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

The Board of Trustees has decided to employ Hertfordshire County Council as internal auditor.

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:

- testing of financial planning & reporting processes
- testing of financial systems - income controls and processes
- testing of cyber security processes

Following each internal scrutiny review the internal auditor reports to the Board of Trustees, through the finance and staffing committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. An annual summary report is provided outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

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 Hertfordshire County Council SIAS;
- the financial management and governance self-assessment process; or
- the school resource management self-assessment tool;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework;
- the work of the external auditor; and
- correspondence from DfE e.g. financial notice to improve/notice to improve (FNTI/NtI) and 'minded to' letters.

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

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

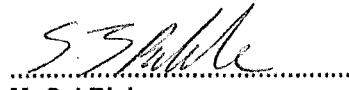
GOVERNANCE STATEMENT (CONTINUED)

Review of effectiveness (continued)

Conclusion

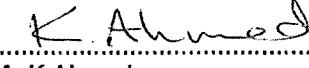
Based on the advice of the audit and risk committee and the Accounting Officer, the Board of Trustees is of the opinion that the academy trust has an adequate and effective framework for governance, risk management and control.

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

.....

Mr S J Blake

Chair of Trustees

Date: 9/12/2025

.....

Mr K Ahmed

Accounting Officer

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Icknield High 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.

K. Ahmed

.....
Mr K Ahmed
Accounting Officer

Date: *01/12/25*

ICKNIELD HIGH 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 judgments 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 S J Blake
Chair of Trustees
Date: 9/12/25

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
ICKNIELD HIGH SCHOOL**

Opinion

We have audited the financial statements of Icknield High 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.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
ICKNIELD HIGH 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.

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 Trustee's Report including the Strategic Report.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
ICKNIELD HIGH 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:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of entity staff to identify any instances of non-compliance with laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing internal audit reports;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

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

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.

Rebecca Hughes

Rebecca Hughes BSc(Hons) FCCA (Senior Statutory Auditor)
for and on behalf of
MHA
Statutory Auditor
Northampton

Date: 12 December 2025

MHA is the trading name of MHA Audit Services LLP, a limited liability partnership in England and Wales (registered number OC455542).

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

In accordance with the terms of our engagement letter dated 8 April 2025 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Icknield High 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 Icknield High 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 Icknield High 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 Icknield High School and the Secretary of State for Education, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Icknield High School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Icknield High School's funding agreement with the Secretary of State for Education dated 10 October 2012 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.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ICKNIELD HIGH 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 our conclusions includes:

- Reviewing the Minutes of the Governing Body and other evidence made available to us, relevant to our consideration of regularity;
- A review of the objectives and activities of the Academy Trust, with reference to the income streams and other information available to us as auditors;
- Testing of a sample of payroll payments to staff;
- Testing of a sample of payments to suppliers and other third parties;
- Testing of a sample of grants received and other income streams;
- Consideration of governance issues; and
- Evaluating the internal control procedures and reporting lines, and testing as appropriate and making appropriate enquiries of the Accounting Officer.

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.

MHA

MHA

Statutory Auditor

Date: *12/12/25*

ICKNIELD HIGH 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	4	-	-	28,469	28,469	28,587
Other trading activities	6	74,934	346,013	-	420,947	526,587
Investments	7	105,544	-	-	105,544	50,399
Charitable activities	5	-	11,153,276	-	11,153,276	10,704,867
Total income		180,478	11,499,289	28,469	11,708,236	11,310,440
Expenditure on:						
Raising funds		68,858	-	-	68,858	56,537
Charitable activities		-	11,517,061	419,259	11,936,320	11,428,199
Total expenditure	8	68,858	11,517,061	419,259	12,005,178	11,484,736
Net income/(expenditure)		111,620	(17,772)	(390,790)	(296,942)	(174,296)
Transfers between funds	19	-	(384,164)	384,164	-	-
Net movement in funds before other recognised gains/(losses)		111,620	(401,936)	(6,626)	(296,942)	(174,296)
Other recognised gains/(losses):						
Actuarial (losses)/gains on defined benefit pension schemes	25	-	(44,000)	-	(44,000)	99,000
Net movement in funds		111,620	(445,936)	(6,626)	(340,942)	(75,296)

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

	Note	Unrestricted funds 2025	Restricted funds 2025	Restricted fixed asset funds 2025	Total funds 2025	Total funds 2024
		£	£	£	£	£
Reconciliation of funds:						
Total funds brought forward		908,296	1,325,248	17,501,437	19,734,981	19,810,277
Net movement in funds		111,620	(445,936)	(6,626)	(340,942)	(75,296)
Total funds carried forward		1,019,916	879,312	17,494,811	19,394,039	19,734,981

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

The notes on pages 34 to 59 form part of these financial statements.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07831395

BALANCE SHEET
AS AT 31 AUGUST 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	15	17,494,811	17,501,437
Current assets			
Stocks	16	4,334	4,225
Debtors	17	592,807	661,082
Cash at bank and in hand	23,24	1,770,363	2,172,678
		<hr/> 2,367,504	<hr/> 2,837,985
Current liabilities			
Creditors: amounts falling due within one year	18	(468,276)	(604,441)
Net current assets		<hr/> 1,899,228	<hr/> 2,233,544
Total net assets		<hr/> 19,394,039	<hr/> 19,734,981
Funds of the Academy			
Restricted funds:			
Fixed asset funds	19	17,494,811	17,501,437
Restricted income funds	19	879,312	1,325,248
Total restricted funds	19	<hr/> 18,374,123	<hr/> 18,826,685
Unrestricted income funds	19	1,019,916	908,296
Total funds		<hr/> 19,394,039	<hr/> 19,734,981

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07831395

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2025

The financial statements on pages 29 to 59 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

K. Ahmed
Mr K Ahmed
Accounting Officer

Date: *9/12/25*

The notes on pages 34 to 59 form part of these financial statements.

ICKNIELD HIGH 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	21	(123,695)	(50,722)
Cash flows from investing activities	22	(278,620)	(585,345)
Change in cash and cash equivalents in the year		(402,315)	(636,067)
Cash and cash equivalents at the beginning of the year		2,172,678	2,808,745
Cash and cash equivalents at the end of the year	23, 24	1,770,363	2,172,678

The notes on pages 34 to 59 form part of these financial statements

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

1. General information

Icknield High School is a company limited by guarantee, incorporated in England. The address of the registered office and principal place of operation are detailed on page 1. The nature of the Academy Trust's operations and principal activity are detailed in the Trustees' Report.

The financial statements are prepared in £ sterling, rounded to the nearest £1.

2. Accounting policies

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

2.1 Basis of preparation of financial statements

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

2.2 Going concern

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

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.3 Income

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

• Grants

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

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

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

• Sponsorship income

Sponsorship income provided to the Academy which amounts to a donation is recognised in the Statement of Financial Activities in the year in which it is receivable (where there are no performance-related conditions) where receipt is probable and it can be measured reliably.

• Other income

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

2.4 Expenditure

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

• 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.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.5 Tangible fixed assets

Assets costing £5,000 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, a transfer is made to move these assets to the restricted fixed asset fund.

Depreciation is provided on all tangible fixed assets other than land, at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	2% to 5% straight line
Furniture and equipment	-	10% straight line
Computer equipment	-	20% straight line

The valuation for freehold property is taken from the DVS valuation completed for the Academy Trust on conversion. The valuation was made in accordance with the RICS Valuation Standards - Global and UK, 7th Edition, as published by the Royal Institution of Chartered Surveyors, in so far that is consistent with the IFRS standards and CIPFA interpretation.

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

2.6 Operating leases

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

2.7 Stocks

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

2.8 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.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.9 Liabilities

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

2.10 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 17. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

2.11 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.

2.12 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.

2.13 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.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.14 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 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 based on quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme, and the assets are held separately from those of the Academy 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.

2.15 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.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

3. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit scheme 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 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The pension scheme surplus is recognised in the balance sheet to the extent to which it can be recovered through reduce contributions in the future or through refunds to the plan. Further details in note 25.

4. Income from donations and capital grants

	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
Capital grants	28,469	28,469	28,587

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

5. Charitable activities - funding for the Academy Trust's educational operations

	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Educational operations			
DfE grants			
General Annual Grant (GAG)	9,596,228	9,596,228	9,237,075
Other DfE grants			
Pupil Premium	396,315	396,315	391,603
Other DfE revenue grants	476,520	476,520	315,928
Core Schools Budget Grant	352,185	352,185	323,194
	10,821,248	10,821,248	10,267,800
Other Government grants			
Local Authority Grants	332,028	332,028	304,253
	332,028	332,028	304,253
Additional funding (DfE)			
Catch-up/Recovery Premium	-	-	132,814
	-	-	132,814
	11,153,276	11,153,276	10,704,867

There are no unfulfilled conditions or other contingencies attached to the government grants above.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

6. Income from other trading activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Lettings	4,538	-	4,538	3,956
Catering	-	311,111	311,111	325,645
Sundry sales	9,548	17,953	27,501	37,323
Other income	60,848	-	60,848	73,676
RPA claims	-	16,949	16,949	85,987
	74,934	346,013	420,947	526,587

7. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Bank interest receivable	105,544	105,544	50,399

8. Expenditure

	Staff Costs 2025 £	Premises 2025 £	Other 2025 £	Total 2025 £	Total 2024 £
Expenditure on raising funds	-	-	68,858	68,858	56,537
Educational operations:					
Direct costs	8,252,722	-	797,575	9,050,297	8,620,949
Support costs	968,382	1,060,842	856,799	2,886,023	2,807,250
	9,221,104	1,060,842	1,723,232	12,005,178	11,484,736

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

9. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Educational operations	9,050,297	2,886,023	11,936,320	11,428,199

Analysis of support costs

	Educational operations 2025 £	Total funds 2025 £	Total funds 2024 £
Staff costs	968,382	968,382	891,345
Depreciation	419,259	419,259	405,573
Technology costs	210,764	210,764	131,982
Premises costs	641,583	641,583	615,099
Other costs	590,208	590,208	707,603
Governance costs	55,827	55,827	55,648
	2,886,023	2,886,023	2,807,250

10. Governance costs

	2025 £	2024 £
Auditors' remuneration - Audit of the financial statements	15,750	12,500
Auditors' remuneration - Other services	5,510	8,500
Support costs	34,567	34,648

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

11. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2025 £	2024 £
Operating lease rentals	12,421	7,894
Depreciation of tangible fixed assets	419,259	405,573
Fees paid to auditors for:		
- Audit of the financial statements	15,750	12,500
- Other services	5,510	8,500

12. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2025 £	2024 £
Wages and salaries	6,426,120	6,359,831
Social security costs	721,270	669,333
Pension costs	1,348,647	1,243,215
	<hr/> 8,496,037	<hr/> 8,272,379
Agency staff costs	725,067	525,692
Staff restructuring costs	-	15,031
	<hr/> 9,221,104	<hr/> 8,813,102

Staff restructuring costs comprise:

Redundancy payments	-	15,031
	<hr/>	<hr/>

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

12. Staff (continued)

b. Staff numbers

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

	2025 No.	2024 No.
Teachers	81	85
Administration and support	93	103
Management	3	3
	177	191

c. Higher paid staff

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

	2025 No.	2024 No.
In the band £60,001 - £70,000	13	8
In the band £70,001 - £80,000	4	3
In the band £80,001 - £90,000	2	1
In the band £90,001 - £100,000	1	1
In the band £120,001 - £130,000	1	1
	1	1

The above employees participated in the Teachers' Pension Scheme (TPS). Total pension contributions for these staff amounted to £373,124 (2024: £230,314).

d. Key management personnel

The key management personnel of the Academy comprise the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £970,426 (2024: £903,660).

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

13. Trustees' remuneration and expenses

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

		2025	2024
		£	£
J Noble, Headteacher	Remuneration	125,000 -	120,000 -
	Pension contributions paid	130,000	125,000
S Begum, Teacher	Remuneration	35,000 -	30,000 -
	Pension contributions paid	40,000	35,000

During the year ended 31 August 2025, no Trustee expenses have been incurred (2024 - £NIL).

14. Trustees' and Officers' insurance

In accordance with normal commercial practice, the Academy Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £2,000,000 on any one claim. The cost of this insurance is included in the total insurance cost.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

15. Tangible fixed assets

	Freehold property £	Furniture and equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 September 2024	20,061,431	666,121	932,803	21,660,355
Additions	202,215	92,224	118,194	412,633
Disposals	-	-	(55,571)	(55,571)
At 31 August 2025	20,263,646	758,345	995,426	22,017,417
Depreciation				
At 1 September 2024	3,123,853	470,649	564,416	4,158,918
Charge for the year	271,674	40,624	106,961	419,259
On disposals	-	-	(55,571)	(55,571)
At 31 August 2025	3,395,527	511,273	615,806	4,522,606
Net book value				
At 31 August 2025	16,868,119	247,072	379,620	17,494,811
At 31 August 2024	16,937,578	195,472	368,387	17,501,437

Included in freehold property is freehold land at valuation of £6,805,000 (2024: £6,805,000) which is not depreciated

The Academy Trust's transactions relating to land and buildings included £202,215 of Freehold Property Additions made in relation to improvements such as the toilet facility and HID & SEND refurbishments.

16. Stocks

	2025 £	2024 £
Stock	4,334	4,225

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

17. Debtors

	2025 £	2024 £
Due within one year		
Other debtors	347,456	307,823
Prepayments and accrued income	223,931	316,880
VAT recoverable	21,420	36,379
	<hr/> 592,807	<hr/> 661,082

18. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	73,883	136,295
Other taxation and social security	182,491	153,875
Other creditors	164,965	171,475
Accruals and deferred income	46,937	142,796
	<hr/> 468,276	<hr/> 604,441
	2025 £	2024 £
Deferred income at 1 September	21,053	14,877
Resources deferred during the year	1,230	21,053
Amounts released from previous periods	(21,053)	(14,877)
	<hr/> 1,230	<hr/> 21,053

At the balance sheet date the School was holding funds in advance for HID £Nil (2024: £19,568) and other income of £1,230 (2024: £1,485).

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

19. Statement of funds

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2025 £
Unrestricted funds						
General Funds - all funds	908,296	180,478	(68,858)	-	-	1,019,916
Restricted general funds						
General Annual Grant (GAG)	1,325,248	9,596,228	(9,658,000)	(384,164)	-	879,312
Pupil Premium	-	396,315	(396,315)	-	-	-
Other DfE revenue grants	-	828,704	(828,704)	-	-	-
Local Authority revenue grants	-	332,029	(332,029)	-	-	-
Miscellaneous	-	346,013	(346,013)	-	-	-
Pension reserve	-	-	44,000	-	(44,000)	-
	1,325,248	11,499,289	(11,517,061)	(384,164)	(44,000)	879,312
Restricted fixed asset funds						
NBV of fixed assets	17,501,437	-	(419,259)	412,633	-	17,494,811
DfE capital grants	-	28,469	-	(28,469)	-	-
	17,501,437	28,469	(419,259)	384,164	-	17,494,811
Total Restricted funds	18,826,685	11,527,758	(11,936,320)	-	(44,000)	18,374,123
Total funds	19,734,981	11,708,236	(12,005,178)	-	(44,000)	19,394,039

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

19. Statement of funds (continued)

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

Unrestricted funds recognise the income and expenditure in respect of activities undertaken by the Academy Trust.

The General Annual Grant (GAG) represents the core funding for the educational activities of the school that has been provided to the Academy Trust via the DfE by the Department for Education (DfE). The GAG fund has been set up because the GAG must be used for the normal educational running costs of the Academy Trust.

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

The Pupil Premium fund has been established to recognise the restricted funding from the Education and Skills Funding Agency to raise the attainment of disadvantaged pupils and close the gap between them and their peers.

The Other DfE revenue grants fund has been created to recognise the restricted funding received from the DfE which fall outside the scope of core funding.

The Local Authority revenue grants fund has been set up to recognise the income received from Luton Borough Council as a contribution towards the cost of the Trust's revenue expenditure. Funding received for Special Educational Needs is also recognised within Local Authority Grants. These funds are to assist with the costs incurred providing disadvantaged students with the additional educational resources they require.

The Other government revenue grants fund has been set up to recognise the restricted funding received from all other government bodies which fall outside the scope of core funding.

The Other activities fund has been established to recognise all other restricted funding that cannot be classified above but fall outside the scope of its core activities.

The Pension reserve fund represents the pension deficit inherited from the Local Authority upon conversion to Academy Trust status, and through which all the pension scheme movements are recognised. The fund is currently in surplus (2024: surplus) and further details can be found in note 25.

The NBV of fixed assets fund has been set up to recognise the tangible assets held by the Academy Trust and is equivalent to the net book value of tangible fixed assets. Depreciation of tangible fixed assets is allocated to this fund. In the year, transfers totalling £384,164 (2024: £635,744) were made to this fund from GAG for capital additions.

The DfE capital grants fund has been created to recognise capital grants received for the purpose of the acquisition of tangible fixed assets. As tangible fixed assets are purchased, a transfer is made to the NBV of fixed assets fund. Capital grants received and receivable but not yet spent on fixed assets are held as current assets in the restricted fixed asset fund. In the year, no transfer was made from this fund to the NBV of fixed assets fund.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

19. Statement of funds (continued)

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

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
Unrestricted funds						
General Funds - all funds	816,687	148,146	(56,537)	-	-	908,296
Restricted general funds						
General Annual Grant (GAG)	1,898,911	9,237,075	(9,174,994)	(635,744)	-	1,325,248
Pupil Premium	-	391,603	(391,603)	-	-	-
Other DfE revenue grants	-	771,936	(771,936)	-	-	-
Local Authority revenue grants	-	304,253	(304,253)	-	-	-
Miscellaneous	-	428,840	(428,840)	-	-	-
Pension reserve	(148,000)	-	49,000	-	99,000	-
	1,750,911	11,133,707	(11,022,626)	(635,744)	99,000	1,325,248
Restricted fixed asset funds						
NBV of fixed assets	17,242,679	-	(405,573)	664,331	-	17,501,437
DfE capital grants	-	28,587	-	(28,587)	-	-
	17,242,679	28,587	(405,573)	635,744	-	17,501,437
Total Restricted funds	18,993,590	11,162,294	(11,428,199)	-	99,000	18,826,685
Total funds	19,810,277	11,310,440	(11,484,736)	-	99,000	19,734,981

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

20. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	-	17,494,811	17,494,811
Current assets	1,019,916	1,347,588	-	2,367,504
Creditors due within one year	-	(468,276)	-	(468,276)
Total	1,019,916	879,312	17,494,811	19,394,039

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	-	-	17,501,437	17,501,437
Current assets	908,296	1,929,689	-	2,837,985
Creditors due within one year	-	(604,441)	-	(604,441)
Total	908,296	1,325,248	17,501,437	19,734,981

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

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

	2025 £	2024 £
Net expenditure for the year (as per Statement of Financial Activities)	(296,942)	(174,296)
Adjustments for:		
Depreciation	419,259	405,573
Capital grants from DfE and other capital income	(28,469)	(28,587)
Investment income	(105,544)	(50,399)
Defined benefit pension scheme cost less contributions payable	(28,000)	(48,000)
Defined benefit pension scheme finance (income)/cost	(16,000)	(1,000)
(Increase)/decrease in stocks	(109)	944
Decrease/(increase) in debtors	68,275	(176,581)
(Decrease)/increase in creditors	(136,165)	21,624
Net cash used in operating activities	(123,695)	(50,722)

22. Cash flows from investing activities

	2025 £	2024 £
Purchase of tangible fixed assets	(412,633)	(664,331)
Capital grants from DfE Group	28,469	28,587
Investment Income	105,544	50,399
Net cash used in investing activities	(278,620)	(585,345)

23. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand and at bank	1,770,363	2,172,678
Total cash and cash equivalents	1,770,363	2,172,678

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

24. Analysis of changes in net debt

	At 1 September 2024 £	Cash flows	At 31 August 2025 £
Cash at bank and in hand	2,172,678	(402,315)	1,770,363
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	2,172,678	(402,315)	1,770,363
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

25. 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 Bedford Borough Council. 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 to the period ended 31 March 2022.

Contributions amounting to £164,965 were payable to the schemes at 31 August 2025 (2024 - £153,960) 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.

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

25. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

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

The employer's pension costs paid to TPS in the year amounted to £1,062,330 (2024 - £947,815).

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,

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

25. 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 £429,000 (2024 - £442,000), of which employer's contributions totalled £336,000 (2024 - £347,000) and employees' contributions totalled £93,000 (2024 - £95,000). The agreed contribution rates for future years are 22.1 per cent for employers and 5.5 to 12.5 per cent for employees.

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

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

Principal actuarial assumptions

	2025	2024
	%	%
Rate of increase in salaries	3.50	3.85
Rate of increase for pensions in payment/inflation	2.95	3.15
Discount rate for scheme liabilities	5.95	5.05
Inflation assumption (CPI)	2.50	2.85
Commutation of pensions to lump sums	50.00	50.00

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

	2025	2024
	Years	Years
Retiring today		
Males	21.6	21.1
Females	24.2	23.9
Retiring in 20 years		
Males	22.7	22.1
Females	25.8	25.5

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

25. Pension commitments (continued)

Sensitivity analysis

	2025 £	2024 £
Discount rate +0.1%	204,000	300,000
Discount rate -0.1%	(216,000)	(318,000)
Mortality assumption - 1 year increase	217,000	319,000
Mortality assumption - 1 year decrease	(203,000)	(298,000)
CPI rate +0.1%	210,000	309,000
CPI rate -0.1%	(210,000)	(309,000)

Share of scheme assets

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

	At 31 August 2025 £	At 31 August 2024 £
Equities	5,983,000	5,318,000
Corporate bonds	1,801,000	1,572,000
Property	1,503,000	1,245,000
Cash and other liquid assets	340,000	434,000
Total market value of assets	9,627,000	8,569,000

The actual return on scheme assets was £855,000 (2024 - £910,000).

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

	2025 £	2024 £
Current service cost	(298,000)	(292,000)
Interest income	438,000	403,000
Interest cost	(422,000)	(402,000)
Administrative expenses	(10,000)	(7,000)
Interest on impact of asset ceiling	(8,000)	-
Total amount recognised in the Statement of Financial Activities	(300,000)	(298,000)

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

25. Pension commitments (continued)

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

	2025 £	2024 £
At 1 September	8,411,000	7,697,000
Current service cost	298,000	292,000
Interest cost	422,000	402,000
Employee contributions	93,000	95,000
Actuarial (gains)/losses	(1,640,000)	250,000
Benefits paid	(216,000)	(325,000)
At 31 August	7,368,000	8,411,000

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

	2025 £	2024 £
At 1 September	8,411,000	7,549,000
Administrative Costs	(10,000)	(7,000)
Interest income	438,000	403,000
Actuarial (losses)/gains	(1,684,000)	349,000
Employer contributions	336,000	347,000
Employee contributions	93,000	95,000
Benefits paid	(216,000)	(325,000)
At 31 August	7,368,000	8,411,000

Reconciliation of opening to closing defined benefit pension scheme liability

	2025 £	2024 £
Balance brought forward as at 1 September	-	148,000
Defined benefit pension scheme cost less contributions payable	(28,000)	(48,000)
Defined benefit pension scheme finance (income)/cost	(16,000)	(1,000)
Actuarial losses	(2,057,000)	(257,000)
Surplus not recognised – asset ceiling	2,101,000	158,000
	-	-

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

The amounts recognised in the Balance Sheet are as follows:

	2025 £	2024 £
Present value of the defined benefit obligation	(7,368,000)	(8,411,000)
Fair value of scheme assets	9,627,000	8,569,000
Surplus not recognised – asset ceiling	(2,259,000)	(158,000)
	<hr/>	<hr/>
	-	-
	<hr/>	<hr/>

Total remeasurements recognised in Other Comprehensive Income

	2025 £	2024 £
Change in financial assumptions	(1,798,000)	305,000
Change in demographic assumptions	91,000	(17,000)
Other remeasurements	(350,000)	(545,000)
Surplus not recognised – asset ceiling	2,101,000	158,000
	<hr/>	<hr/>
	44,000	(99,000)
	<hr/>	<hr/>

26. Operating lease commitments

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

	2025 £	2024 £
Not later than 1 year	9,575	12,421
Later than 1 year and not later than 5 years	2,846	12,421
	<hr/>	<hr/>
	12,421	24,842
	<hr/>	<hr/>

27. Members' liability

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

ICKNIELD HIGH SCHOOL
(A Company Limited by Guarantee)

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

28. Related party transactions

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

No related party transactions took place in the year, other than certain Trustees' remuneration and expenses already disclosed in note 13.