

**COMPANY REGISTRATION NUMBER:
07148158 (ENGLAND AND WALES)**

**THE BOURNE ACADEMY
(A Company Limited by Guarantee)
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025**

THE BOURNE ACADEMY
FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

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THE BOURNE ACADEMY

REFERENCE AND ADMINISTRATIVE DETAILS YEAR ENDED 31 AUGUST 2025

Members	Henry Bishop Sir Gary Coward Philippa Dickens Professor Mark French Steve LeBas Heidi Leavesley Ben Vessey	<i>(resigned 10/10/2024)</i> <i>(appointed 22/03/2025)</i> <i>(resigned 22/03/2025)</i> <i>(appointed 10/10/2024)</i> <i>(resigned 01/07/2025)</i>
The Board of Governors <i>(as at date of signing – see page 3 for full details)</i>	Mark Avoth Emma Barrett Daniel Butt Darren Cheeseman Caroline Foster Ian Glen James Hills Clare Jess Heidi Leavesley <i>(chair)</i> David Mastrocola David Neill Timothy Porter Stuart Tragheim Jonathan Timms Chris Wheeler	
Executive group <i>(as at date of signing – see page 4 for full details)</i>	Principal and Accounting Officer – Mark Avoth Vice Principal – Ashley St John Associate Vice Principal – Tracie Deane Business Directors – Caroline Gobell & Catherine Turner	
Company name Principal & Registered Office	The Bourne Academy Hadow Road Bournemouth Dorset, BH10 5HS	
Company Registration Number	07148158 (England & Wales)	
Independent Auditor	Crowe U.K. LLP 4th Floor St James House St James Square Cheltenham, GL50 3PR	
Bankers	Barclays Corporate Wytham Court 11 West Way Oxford, OX2 0JB	
Solicitors	Foot Anstey LLP The White Building 1-4 Cumberland Place Southampton, SO15 2NP	

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

The Governors (Trustees/Directors) have pleasure in presenting their annual report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2025. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The Trust operates an academy for pupils aged 11 to 18 serving in a catchment area in the Kinson/East Howe districts of Bournemouth. It has a pupil capacity of 900 students in years 7-11 and 150 for years 12 and 13. On the census day of 2 October 2025, there were 848 students on roll in years 7-11 and 127 on roll in Sixth Form.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Bourne Academy is a company limited by guarantee and an exempt charity with no share capital. It was incorporated on 5 February 2010. The charitable company's memorandum and articles of association (dated 1 February 2010) and the funding agreement (dated 24 February 2010) are the primary governing documents of The Bourne Academy. The Governors of The Bourne Academy are the directors of the charitable company for the purposes of company law and the trustees for the purposes of charity legislation.

Details of the Governors who served during the year are on page 3.

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.

Trustee Indemnities

Subject to the provisions of the Companies Act, each Governor or other officer of the Academy shall be indemnified out of the assets of the Trust against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgement is given in favour or in which they are acquitted or in connection with any application in which relief is granted to them by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Trust.

Members

Canford School is the Principal Sponsor of The Bourne Academy, and as such is a member of The Bourne Academy. Other members include the Chair of the Board of Governors and up to three persons appointed by the Principal Sponsor.

Governors

The Bourne Academy currently has fifteen Governors consisting of: ten Sponsor Governors, one Local Authority Governor, one Staff Governor, one Education Partner Governor, one Community Representative Governor and the Principal, who is an ex-officio Governor. There is currently a parent governor position required to be filled.

Governors are responsible for the statutory and constitutional affairs of the charitable company and the management of the Academy.

Bournemouth and Poole College is The Bourne Academy's Education Partner.

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT *(continued)*

Recruitment and Appointment of Governors

The appointment of Governors is carried out in line with the requirements of the Articles of Association and is as follows;

- Sponsor Governors are appointed by the Principal Sponsor,
- Local Authority Governor is appointed by the Local Authority,
- Parent Governor is appointed via secret ballot of the parents of students at the Academy,
- Staff Governor is appointed via secret ballot of the staff of the Academy,
- Community Representative Governor is appointed by Principal Sponsor and approved by resolution of the Governors,
- Education Partner Governor is appointed by the Education Partner.

Newly appointed Governors are provided with the Academy's 'Governor induction pack' which includes details of policies, procedures and training appropriate for the role. The Academy's Induction Policy is applied. Further training for Governors is provided dependent upon the linked role they fulfil in the Academy.

The term of office for any Governor shall be four years from the date of their appointment, save that this time limit shall not apply to the Principal. Subject to remaining eligible time to be a particular type of Governor, any Governor may be re-appointed or re-elected.

The Governors who served during the year to the date of this report are as follows;

Mark Avoth (P)
 Emma Barrett (S)
 Henry Bishop (S) (resigned 10 October 2024)
 Daniel Butt (S) ^
 Darren Cheeseman (C)
 Caroline Foster (LA)
 Ian Glen (S)
 James Hills (EP)
 Clare Jess (S)
 Heidi Leavesley (S) *
 David Mastrocola (SG)
 David Neill (S) ^
 Timothy Porter (S)
 Stuart Tragheim (S)
 Jonathan Timms (S)
 Chris Wheeler (S) (appointed 7 October 2025)
 Ben Vessey (S) (resigned 1 July 2025)

* Chair of Board of Governors
 S Sponsor Governor
 PG Parent Governor
 SG Staff Governor
 C Community Representative Governor

^ Vice Chair of Board of Governors
 LA Local Authority Governor
 P Principal
 EP Educational Partner Governor

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 August 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT *(continued)*

Organisational Structure

During the year, the Academy maintained a management structure of three levels; the Governors, the Executive group and the Leadership Team.

The Executive group that served during the year and to the date of this report were as follows;

Mark Avoth	- Principal and Accounting Officer
Ashley St John	- Vice Principal
Tracie Deane	- Associate Vice Principal
Caroline Gobell	- Business Director; Marketing and Income Generation
Catherine Turner	- Business Director; Finance, Facilities & IT

The full Governing Body consists of fifteen Governors as detailed on page 1 and 3. Governors are responsible for setting general policy, setting the Academy's vision and mission statements, adopting the Academy's strategic plan and approving the annual budget. They monitor the Academy using budgets and making major decisions about the direction of the Academy, including capital expenditure and senior staff appointments.

The governing body operates a committee structure to strengthen the governance of the Academy. Three main sub-committees sit below the full board;

- The Education Standards and Performance Committee,
- The Staff and Resources Committee,
- The Finance, Audit and Risk Committee

Each committee's membership includes a small number of Governors, with participation from the Principal or other senior leaders as appropriate to the agenda of each meeting. Meetings of each committee are held at least termly with direct report back to the full board.

The Governing Body has established other committees with responsibility for Discipline and Executive Pay. These committees sit as and when required throughout the academic year. A formal link governance structure has been developed, which links individual Governors with a specific department of the Academy and areas of Academy life in order to monitor their areas, reporting back to the Governing Body.

During the year the full Governing Body and the Education Standards and Performance committee held four meetings and the Staff and Resources and the Finance, Audit and Risk committees each held three meetings.

The day-to-day management of the Academy is carried out by the Leadership Team, which is headed by the Executive group, under the Principal's guidance. They implement the policies laid down by the Governors and report back to them. The Academy's Leadership Team includes two Assistant Principals as well as the Executive group.

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT *(continued)*

Arrangements for setting pay and remuneration of key management personnel

The Governors have delegated the power of setting pay and remuneration of all key management personnel, except for the Principal, to the Principal and the Staff and Resources Committee with budgetary overview from the Finance, Audit & Risk Committee. The Academy's pay policy is reviewed annually, and follows national guidance on teachers' performance management, sets out the parameters for successful performance over the year and the pay progression system for teachers and support staff. Each November the Committee meets to review the performance management process for all staff and will consider pay recommendations made by the Principal. The Governors have currently chosen to follow nationally agreed cost of living pay awards for all staff with pay scales following national agreed structures.

The pay and remuneration of the Principal is reviewed annually by the Executive Pay Committee with support from the Strategic Improvement Partner and confirmed by the Governing Body.

Trade union facility time

Under the provisions of the Trade Union (Facility Time Publication Requirements) Regulations 2017, the Academy is required to publish information on relevant union officials and the percentage of time spent on facility time.

Relevant Union Officials

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

Percentage of time spent on facility time

Percentage of Time	Number of employees
0% - 0.99%	1
1% - 49.99%	0
50-99.99%	0

Percentage of pay bill spent on facility time

Total cost of facility time	£552
Total pay bill	£6,791,059
% of total pay bill spend on facility time	0.00%

Paid trade union activities

Time spent on trade union activities as a percentage of total paid facility time hours	100%
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THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT *(continued)*

Related Parties and other Connected Charities and Organisations

Canford School, an independent school, is the Principal Sponsor of The Bourne Academy and as such is recognised as a connected party.

Canford School's vision for the Academy was that it would be at the heart of the community of East Howe, offering local families an excellent education, new opportunities and facilities available to all. Raising pupils' expectations, building their self-confidence and teaching them appropriate skills that allow them to build a successful career and contribute to society were, and remain, central to the Academy's aims. Canford School promotes the vision for the Academy by forging strong links through the provision of Governors, staff expertise, access to facilities and joint student learning experiences. Canford School provides the opportunity for Year 11 Academy students to apply for a scholarship to the prestigious school's 6th Form. Students must sit several exams, attend two interviews and achieve excellent GCSE results. Canford School works with the Academy's Bourne Scholars to provide additional opportunities and learning to these students. A further two students will be joining Canford's sixth form on scholarships in September 2025.

The Academy has founded a charitable organisation, The Bourne Foundation. The objectives of The Bourne Foundation are to support The Bourne Academy in creating an aspirational community of learning and achievement that will make a positive contribution to its students and the wider community. It aims to fulfil these objectives by fundraising and financially supporting projects within the Academy as its fundraising activities allow. The Bourne Foundation is considered to be a connected charity. The financial results for The Bourne Foundation have been consolidated into the Academy's financial statements for the year ended 31 August 2025, as the results of the Foundation are now material to the Academy.

Information on transactions with related parties can be found in note 26 to the accounts.

OBJECTIVES AND ACTIVITIES

Objects, Aims and Public Benefit

The Governors confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission when reviewing the objectives and aims of the Academy and in planning activities for the year. The Governors consider that the Academy's aims are demonstrably to the benefit of the public.

The key public benefit delivered by the Academy is the maintenance and development of a high-quality education delivered to the young people of the community the Academy serves, which is in an area of high deprivation. The Academy aims to provide local young people with a broad and balanced curriculum and to develop their character through the ASPIRE competencies. The Academy works specifically to improve the career aspirations of the young people and works in connection with the Southern University Network to improve the number of young people entering further education.

Objectives, Strategies and Activities

As part of the governance review, the Academy updated its objectives and strategies. The Academy's main strategy is encompassed in its vision statement, which is "**Our Vision is to develop literate, numerate, global citizens who ASPIRE, i.e. they are: Ambitious, Self-confident, Physically literate, Independent, Resilient, Emotionally literate**".

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

OBJECTIVES AND ACTIVITIES *(continued)*

We define these as:

Ambitious	The development and awareness of options, futures and the will to achieve above and beyond potential
Self-confident	The development and awareness of self-esteem, rights and responsibilities, assertive behaviour and an understanding and acceptance of self-worth
Physically literate	The development of understanding of the physical self and the importance of health, fitness and well being
Independent	The development of a love of learning, self-motivation and a thirst for knowledge
Resilient	The development of self to be able to withstand or recover quickly from difficult situations
Emotionally literate	The development of the emotional intelligence required to be a positive member of society.

The Academy sets out how it will aim to achieve the vision through its mission statement by:

- Raising aspirations of students, their parents/carers and the community, to foster a sense of self-worth and reducing absence
- Developing a culture of Rights & Responsibilities where outstanding behaviour allows all learners to achieve success and all members of the Academy treating each other with respect
- Delivering increased learning opportunities for children resulting in increased opportunities to succeed and improved outcomes and life chances for all so that all leaving students are in employment, education or training
- Raising standards, including attainment for all years and in English and Mathematics and other core subjects
- Ensuring inclusive learning, namely the highest standards of learning and teaching, and a relevant and personalised curriculum for all students
- Being active in the wider education system by sharing the great practice, skills, expertise and facilities that exist within The Bourne Academy and our partner school, Canford, to increase the pace of school improvement and deliver improved outcomes; equally seeking out and learning from great practice elsewhere
- Developing great staff and creating opportunities for our staff to contribute to and influence the outcomes of more children more widely that will enhance their learning and further develop effective leaders at all levels
- Ensuring that leadership skills and attributes are fostered and displayed throughout the Academy by staff and students
- Increasing the sharing of facilities, services and provision that enables greater opportunities for our children, their families and our communities to benefit from enrichment activities and that will deliver efficiencies that enable funds to be directed towards Teaching and Learning
- Increasing our resilience and capacity to better plan for, and respond to, the changes needed in education as we all learn to adapt and create new ways to teach and support students and their families.

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GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

OBJECTIVES AND ACTIVITIES *(continued)*

From the Vision and Mission statement, the Academy develops its Strategic Plan which sets out the detail on how it will meet its Mission through key priorities. For the 2024/25 academic year the Academy's key priorities were:

- Excellent teaching and learning
- Excellent behaviour for learning
- Personal development for all
- Impactful leadership and management
- Excellent governance and sustainable financial stewardship
- Improving attendance.

The Strategic Plan provides the details of how the Academy aims to achieve these priorities with regular reviews throughout the year.

Equality

The Academy's Equality Policy brings together all previous policies, schemes and action plans around equality including those that we had previously for Race, Gender and Disability. The Equality Policy reflects The Academy's approach to promoting equality, as defined within the Equality Act of 2010. Through this policy, the Academy will fulfil its public duty to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations in connection with disability, race, ethnicity, gender, religion, belief, pregnancy, maternity, marriage, civil partnership, sexual identity, and age. The guiding principles in this policy refer to all individuals and they are equally applicable to students, staff and governors in addition to visitors to the Academy.

The Equality Act 2010 has simplified anti-discrimination laws by having a single equality Act. This makes it easier for people to understand and comply with the law. The 2010 Act has also strengthened protection in some situations.

The Act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the Act protects everyone against unfair treatment. The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The Equality Act makes it unlawful to treat someone differently, both through direct or indirect discrimination, harassment or victimisation and by failing to make reasonable adjustment for a disabled person. We are further committed to the development and promotion of cohesive communities both within the Academy's physical boundaries and within our local, national and global environments.

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

OBJECTIVES AND ACTIVITIES *(continued)*

The Academy seeks to embed equality of access, opportunity and outcome for all members of The Bourne Academy community, within all aspects of Academy life. In fulfilling our legal obligations and establishing our Academy ethos, the following objectives will apply to all members of The Bourne Academy community, including students, staff, parents/carers, contractors, and visitors.

It covers all aspects of academy life, including admissions, curriculum, teaching and learning, staff recruitment and development, extracurricular activities, and community engagement:

- **Equality:** We believe in treating all individuals with fairness, dignity, and respect, regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation
- **Inclusion:** We are committed to creating an inclusive environment where everyone feels welcomed and valued, and where diversity is celebrated. We strive to ensure that no one is excluded, marginalised, or disadvantaged based on their protected characteristics
- **Elimination of Discrimination:** We will not tolerate any form of direct or indirect discrimination, harassment, victimisation, or bullying based on protected characteristics as defined by relevant legislation
- **Positive Action:** We recognize that certain groups may face disadvantages or barriers to full participation. We will take positive action to address these imbalances and promote equality of opportunity for all
- **Accessibility:** We will make reasonable adjustments to remove barriers and provide equal access to our facilities, resources, information, and services for individuals with disabilities.

We will ensure that we identify opportunities for promoting our vision, the key concepts, guiding principles, develop non-statutory policies, and our duties on equality legislation across all aspects of Academy life.

The Academy will actively promote and disseminate its Policy and any revisions to the Policy will be published as and when appropriate. We aim to continue to maintain positive and on-going engagement with the wider Bourne Academy community of staff, Governors, students, parents and partner agencies and will do so through a wide range of forums.

STRATEGIC REPORT

Achievements and Performance, including Key Performance Indicators

In February 2025 the Academy underwent an ungraded inspection by Ofsted and was judged that the Academy had maintained the overall effective grade of 'Good' identified at the previous inspection in November 2019. The Ofsted report highlights the Academy's strong academic programmes, exceptional pastoral support, and commitment to enrichment opportunities. It also **'recognises the transformative role that education plays in many pupils' lives.'**

Extracts from the report:

- 'pupils' attitudes to learning are strong' and 'teachers' subject knowledge is strong'
- 'pupils are effusive about the quality and provision for the visual and performing arts at the school - pupils relish the opportunities to play in the school orchestra and perform in the main plays that the school produces'

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

STRATEGIC REPORT *(continued)*

- 'The school has high expectations for pupils to succeed academically as well as socially and emotionally. In lessons and around the school, pupils behave well. They demonstrate kindness and empathy towards each other. The relationships between staff and pupils are nurturing and supportive'.
- Students with SEND receive personalised support to achieve their full potential, while a well-structured literacy programme ensures all students develop confidence in reading and writing
- the Academy 'works ceaselessly to source bespoke support for pupils'
- 'the links with Canford School offer further opportunities for pupils to enhance their cultural and sporting knowledge'.

The Sixth Form offers expert teaching and tailored guidance on university, apprenticeships, and career pathways. Inspectors noted that:

- 'students achieve well and value the quality of provision', that there are 'strong links with local employers', and that 'guidance about careers and further education is very detailed.'

The Report also comments on how:

- 'the school is led well' and that 'Governance is strong', with knowledgeable governors providing strategic oversight
- 'staff share leaders' vision and work hard to continually develop the quality of education' and that 'staff are almost unanimously proud to work at the school.'
- 'Parents are overwhelmingly positive about the quality of education and the pastoral support at the school.'

The report recommended the following next steps for the Academy:

- In a minority of subjects, staff do not consistently check what pupils know and do not know. As a result, staff do not adapt the teaching of the curriculum suitably well to address gaps in pupils' knowledge. Consequently, some pupils do not learn as well as they should. The school should ensure that staff routinely check pupils' knowledge and adapt their teaching to ensure pupils achieve well in all subjects.

The Academy's CPD programme has been developed to address this point, with future reviews, both internal and external, focusing on checking progress.

Results

The Academy sets out its key performance indicators (KPIs) in the improvement plan for the year and monitors progress throughout the year, amending strategies as required, in order to achieve these KPIs.

At GCSE level the main KPIs for this year were to achieve a +0.25 overall Progress 8 score, with 50% of students obtaining grade 5+ in English and Maths and 70% achieving 4+ in English and Maths.

Whilst the Academy did not meet its key KPIs this year, we have achieved our highest ever results with the English and Maths grade 5+ being 44% (National Av – 45%, prior year 37%) and grade 4+ in English and Maths being 66% (National Av – 64.5%, prior year 58%). Substantial improvements have been seen when comparing to the last comparable 2019 data which showed 28% achieving grade 5+ and 55% achieving grade 4+ in English and Maths. Although the overall progress 8 score will not be published for the next couple of years owing to the implication of no SATs being taken during Covid, the Academy's internal Management Information System, 4 Matrix, calculates a progress 8 score at +0.42, which is the highest level the Academy has ever achieved.

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

STRATEGIC REPORT *(continued)*

Other highlights associated with the GCSE results include:

- 37% of students with recognised SEND achieved 4+, above the national average (31.3%)
- High ability students' progress 8 score was +0.59
- Disadvantaged student attainment was significantly above national average for 4+ (14% higher)
- The attainment gap between students identified as disadvantaged and their peers halved from the prior year
- Progress was in the upper quartile for Maths, Photography, Art, Health and Fitness, Drama and Child Development.

At A-level the main KPI was to obtain a 100% grades A*-E and an average grade level of B- for A-Levels and distinction for Applied General and Technical levels.

This year the A-Level pass rate (grades A*-E) was 96% with an average A level grade of D+. The average Applied General grade was a distinction – and the average Tech Level grade was a distinction (both above National average of a merit +). Excellent results were received in Chemistry, EPQ, Product Design, Music, Drama, History and Sociology.

Disadvantaged Students

Disadvantaged Student funding (formerly Pupil Premium funding) is received in addition to our main Government funding and is given to schools and academies to help narrow the attainment gap between pupils from low-income families and their peers. Students are eligible for this funding if they have been registered for Free School Meals at any point in the last 6 years or they are Looked After (in care). Approximately 37% of students at the Academy were eligible for Disadvantaged Student funding.

During 2024/25 the Academy continued to ensure that the disadvantaged students funding was used to maximum effect. GCSE results for this year saw disadvantaged students achieving significantly above the national average with 58% of students obtaining a grade 4+ and 35% obtaining grade 5+ in English and Maths. The progress 8 gap between disadvantaged students and their peers is currently -0.28, which is a substantial improvement on the prior year gap of -0.78.

The Academy wants all disadvantaged students to achieve as well as their peers. The Academy's Pupil Premium Strategy Plan aims to ensure that all disadvantaged students receive quality first teaching, along with targeted interventions, to close existing gaps. The plan focuses on developing teacher pedagogy and providing a broad package of targeted academy support, in conjunction with an enhanced pastoral system and cultural capital opportunities to ensure these students are in school and actively engaged with their learning. To achieve these aims the Academy focused on:

- Expansion of Year 11 tutor groups to offer subject specific targeted academic support
- Additional learning sessions for Year 11 disadvantaged students
- Expansion of reading provision with the introduction of Reading plus. This was in addition to the current programmes of Lexonik reading and Bedrock vocabulary
- Additional pastoral worker to support wellbeing, excellent behaviour and attendance
- Provision of free breakfast, supported by the National Schools Breakfast Programme, to improve attendance and concentration in lessons
- Participation in the Dorset Boys Impact Hub.

The Academy will continue with these approaches during the next academic year.

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

STRATEGIC REPORT *(continued)*

6th Form

The Academy is very proud of its 6th Form as it continues to improve academically, and our students continue to be successful in their choice of further education. The Academy provides a range of A-Levels or Level 3 BTEC courses to its students, which will benefit them whether they choose to go on to University or into the workplace.

All 6th form students this year have been able to gain access to their chosen university or on courses they requested to study. This year the Academy has seen its first ever students leaving to read Medicine and Architecture at university.

A distinctive addition to our 6th Form is that of the Bourne Ambassador Scheme. This is a pioneering and effective project which pairs up each 6th former with a local business expert for two years of mentoring through the A-Level course. The Ambassador advises students on how to present themselves; they offer self-confidence tips and their experience and expertise to successfully negotiate a route into Higher Education or employment. The Academy also subscribes to The Elephant Group for the highest achieving students in Sixth Form. This programme aims to ensure these students have the support required to access the top universities, degree apprenticeships and progression careers through a range of opportunities with high education providers and contextual offers at certain Russell Group Universities.

Bourne Scholars

This year has been the fourth full year of the Academy's Bourne Scholars programme, which aims to stretch our more able students and links the Academy's work with Canford School and our highly successful careers offer. This programme takes the top 30 most highly academically able students of a year group and allows them to access a bespoke tutoring offer as well as a programme of extracurricular opportunities that will increase their cultural capital and future aspirations. The Academy extended the programme into four year groups this year; Years 7, 8, 9 and 10 and has included a range of wider physical and intellectual activities, alongside increased challenging work within academic lessons. The Scholars have undertaken a number of educational trips, designed to increase their cultural capital as well as improving their all round general knowledge and awareness.

MiSST Programme

In 2023 the Academy was selected to join the Music in Secondary Schools Trust (MiSST) and started to deliver the Andrew Lloyd Webber programme from September 2023. This programme improves educational and social outcomes through the provision of classical instruments and expert tuition. Students within Years 7 and 8 take part in the programme, learning the violin, trumpet or flute. A MiSST proms event was held at the end of the summer term to showcase the skills learnt over the year. MiSST students have been given a range of opportunities to work and perform with other schools across the country. This year it included a joint MiSST concert performance day, which was held at The Barbican, London and a residential workshop held at Gresham School in Norfolk.

Careers

Careers advice is exceptionally strong at the Academy, with the Academy being one of the first to achieve all Gatsby Benchmarks, a key indicator of success in the Government's career strategy document. In September 2023 the Academy successfully retained its Investor in Careers award.

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

STRATEGIC REPORT *(continued)*

The Academy's Career Strategy 2024-2026 aims to embed a culture of self-awareness and ownership for students' futures and plans to achieve this by embedding careers into every curriculum subject from Year 7 and strengthening connections with local employers and key national industries and higher education providers. The careers programme is carefully planned according to the Career Development Institute's careers framework and provides a comprehensive range of activities and trips with employer, education and training providers to engage and increase the aspirations of all students. The programme also includes more targeted careers interventions for students requiring additional support, including 1:1 careers guidance.

The Link

In summer 2024 the Academy constructed a new building to house The Link. This build was funded by the Local Authority to provide a teaching space to support students entering the Academy in Year 7 with very low prior ability. Specialist core subject teachers and higher-level teaching assistants have been employed to work with this group of students with the aim to significantly improve their literacy and numeracy levels and ensure they are caught up to their peers and able to fully participate in their key stage 3 curriculum. The Local Authority has continued to support this work by providing place funding of £12,500 per annum for each student accessing The Link and funding to assist in the outfitting of a sensory room to help individuals with sensory processing challenges, anxiety and emotional regulation. Year 7 students began accessing The Link building from January 2025.

Pastoral Care and Attendance

Pastoral care continued to be provided to the students through the House and tutor system and the assertive mentoring scheme implemented by the Academy. The pattern of increasing numbers of pastoral concerns, including mental health concerns, has continued to be seen and the Academy has appointed a second additional pastoral support worker to support wellbeing and excellent behaviour and attendance, particularly with our most vulnerable students. The Academy has implemented a whole school approach to mental health and wellbeing which is delivered through SMSC tutor times and external consultants.

The percentage of vulnerable students at the Academy is higher than the national average and since the pandemic, there have been more students not attending school on a long-term basis as well as a sustained significant increase in safeguarding concerns. The Academy has maintained whole school attendance for the year at 89.9% for the academic year, this is lower than the national average of 91.4% for secondary schools but ranked third highest when compared to similar schools.

The Academy has a dedicated pastoral team, led by the Heads of Year and supported through our own Educational Social Worker and other staff. The emotional well-being and attitude to learning of the students continues to remain a priority.

This year the Academy altered the pastoral structure with Heads of Houses becoming Heads of Year to better support the pastoral needs of their students. The Heads of Year will move up the school with their year group enabling the development of relationships with students, which has been an important feature of our pastoral care system and developing our sense of community. To support the Academy's House structure the position of House Culture and Competition Lead was put in place from September 2024. The purpose of this position is to strengthen students' sense of belonging, to develop House identity and promote healthy competition between the Houses. Bi-weekly House assemblies take place to provide a platform for the House Character and Competition Lead to build a positive narrative around the House System.

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

STRATEGIC REPORT *(continued)*

A key aspect of the programme has been the development of House charities, with each House selecting a local charity to support through various fundraising activities throughout the year. During the year there has been a regular programme of both short term and longer-term competition opportunities; these have included weekly quizzes, 'The Masked Reader' to promote World Book Day, an Art competition where students designed a Postcard that represented the Academy and a photography competition. There has been a focus in the design of the programme to link with local and national themes and organisations, as well as provide a range of opportunities for students to be able to represent their house. The programme has strengthened our Student Leadership offer, enabling Year 10 students to take on the roles of House Captain and Vice-Captain with House Representatives coming from all year groups. These positions have been key in supporting the high participation among each House and will be supported next academic year with the addition of Sports Captains. The success of the year was reflected in the Whole School Online Assembly on the final day, where the House Trophy was presented.

Further pastoral care and support is provided through after-school curriculum enrichment sessions, which has been effective in accelerating students' progress, preparing them for examinations and promoting their sense of well-being.

The Academy has a student leadership structure which mirrors that of the Staff Leadership Team. These positions are available for 6th form students to apply for and the Student Leadership Team, led by the Head Boy and Girl, worked with the Staff Leadership Team on various projects throughout the year and led the Academy's Student Council. They, along with the Academy's Year 11 Bourne Leaders (prefects), have worked to increase student participation in ACE activities during the year and have played a significant part in shaping the direction of the Academy and allowing the students to develop their ability to ASPIRE.

The Academy continues to strengthen links with local primary schools through our Primary Partnership scheme, with a range of exploratory days being provided to Year 5 students in local primary schools.

GOING CONCERN

In order to assess going concern, the Governors review the 3-year financial plan for the Academy and associated cash flow forecasts. Three years of higher than anticipated levels of staff pay awards, extraordinarily high levels of utility costs and essential repair and improvement work have impacted on the level of the Academy's financial reserves moving forwards, but the Governors have determined from their review that there is a reasonable expectation that the Academy has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Academy 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 (page 39). Ensuring that the Academy maintains a balanced budget is a priority for the Governors.

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

FINANCIAL REVIEW

The Academy is presenting consolidated accounts for the year to 31 August 2025. The figures incorporate the results of the Bourne Foundation, a charity over which the Academy has significant control. The results have been incorporated since the results of the Foundation are material to the Academy. Details of the Bourne Foundation's results for the year to 31 August 2025 are contained within note 26 to the accounts.

Throughout the year, the Academy continued to develop the accounting functions, paying particular regard to the recommendations provided by the auditors. The finance manual, detailing the procedures in place, continues to be reviewed and updated on an on-going basis to ensure compliance with the Academies Handbook and that the financial policies and controls used are appropriate and applied consistently.

The Academy receives the majority of its funding from the Department of Education (up until March 2025 via the Education and Skills Funding Agency). The income received from the DfE is split into three main areas; the General Annual Grant (calculated from the number of pupils enrolled in the Academy), disadvantaged funding and grants for other purposes. Other income is received from the Local Authority (Bournemouth, Christchurch and Poole Council) and through other activities carried out by the Academy. During the year the Academy has grown its admission appeal service, CAS Appeals, to 28 local schools, resulting in a revenue stream of £68,399 (2024 - £50,979). Costs associated with this service included staffing to run the appeals process and set up fees of the appeals portal.

The Link building was brought into use during the year to enhance the provision to Year 7 students entering the Academy with significantly lower than national average ability. Revenue funding is provided by the Local Authority on a per place basis for the students utilising the facilities of The Link. This year the income amounted to £187,500.

Total income for the year amounted to £9,206,328 (2024 - £8,420,830). The total amount received from the DfE during the year was £7,536,288 (2024 - £6,958,889) which makes up 81.9% (2024 - 78.4%) of the year's total funding. The rise in income from the DfE relates to an increase in the General Annual Grant funding, additional teachers' pay and pension grants to support the Academy as a result of high costs rising due to inflation and the award of a Condition Improvement Fund grant for 2025/26.

The component parts of the ESFA funding are as follows:

- £6,312,120 for the General Annual Grant (GAG)
- £336,723 in respect of Disadvantaged Student funding
- £266,328 in respect of the Teachers' Pay and Pension grants
- £215,759 in respect of the Core Schools Budget grant
- £294,110 in respect of the CIF 2025/26 grant
- £39,899 in respect of accrued National Insurance grant to support the increase in national insurance rates from 1 April 2025
- £20,326 for capital purposes
- £40,681 in respect of rates relief
- £10,342 in respect of mentor funding.

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

FINANCIAL REVIEW *(continued)*

The Academy also received funds totalling £1,670,040 (2024 - £1,461,941) from a number of other sources. The increase seen this year relates to a continued increase in funding for students with special education needs and the revenue income to support the running of The Link building. Other sources of income were as follows:

- £1,137,481 from the Local Authority for special educational needs, funding to support the Link and Looked After Children
- £40,751 from the Local Authority in capital income to support the finalisation of the Link building construction and the outfitting of the sensory room within the Link
- £14,040 from the Music in Secondary Schools Trust to support the MiSST programme
- £68,399 raised through the CAS Appeals service
- £166,225 from parents and pupils for contributions towards school trips & activities
- £78,754 raised through uniform and tuition sales, sale of staff services, music lessons, sales of goods and hire of facilities
- £10,000 from the Alice Cooper Dean Foundation to support the Academy's free breakfast provision to students
- £32,500 in respect of contributions from foreign students for visits to the Academy
- £12,188 from Pokesdown Community Primary School for fees in relation to financial consultancy services provided to them
- £17,258 in investment income raised through bank and treasury deposit interest
- £92,444 of catering income, other grants, donations and receipts.

Income, which is received with a stipulation of the terms on how it is to be expended, is included within the restricted funds and the associated expenditure is taken to these funds. Where income is received specifically for capital purposes then it is included within the restricted fixed assets fund. All other restricted income is included within the restricted general funds.

The total expenditure for the Academy for the year amounted to £9,102,012 (2024 - £7,971,019) and the vast majority is associated with providing education to the students attending the Academy. This is done through the provision of teaching staff, educational materials and resources and ensuring that the infrastructure is in place to support this provision.

The largest item of expenditure for the Academy is the cost of its employees, who are made up of teaching, educational support staff, management and administration staff. Staffing costs for the year, including supply cover costs, but excluding the apprenticeship levy and LGPS actuarial service costs (as per note 10), came to £7,092,794 (2024 - £6,331,186) which is 77.9% (2024 - 79.4%) of the total expenditure and 77.0% (2024 - 75.2%) of income received in the year. The increase in staffing costs is related to the teachers' and support staff pay awards, the increase in employer national insurance contribution rate from April 2025 and several staff vacancies, especially teaching assistants, being filled through agency.

£612,921 (2024 - £469,503) has been spent during the year on the upkeep and maintenance of the school premises and utilities. Of this, £91,251 was planned repairs and small items of furniture planned to be spent from the Academy's reserves brought forward in accordance with the funding agreement. The remainder of the total expenditure, £1,396,297 (2024 - £1,170,330) includes income of £229,000 in relation to financial adjustments in connection with the Local Government Pension Scheme (2024 - £236,000). The remaining costs of £1,625,297 (2024 - £1,406,330) was spent on areas such as training and development of staff, educational supplies and resources, student welfare, examinations, IT and depreciation of assets.

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

FINANCIAL REVIEW *(continued)*

Overall costs have remained high this year due to the Academy having continued to experience significantly high electric costs due to fixed cost contracts that had to be re-negotiated at the peak of utility prices in summer 2023. The Academy carried out larger items of repair work during the year, including on the older building roofs, and this has been funded out of GAG reserves brought forward in accordance with the Academy's funding agreement. There has been increased usage of alternative education provision to support students who have difficulties managing in a mainstream school environment.

On its educational provision, excluding costs planned out of reserves, the Academy incurred a deficit of £27,794 (2024 – a deficit of 7,529). This result was a reduction compared to that budgeted at the start of the year (surplus of £1,701). A variety of situations resulted in the deficit seen, the main cause being the cost of the pay awards and employer national insurance rate increases being greater than the additional funding awarded. The Academy has also carried out some significant repairs to older parts of the estate, which have been funded through reserves brought forward in accordance with the funding agreement.

The Governors continue to monitor the Academy's Medium-Term Financial Plan, which reviews the forecasts over a three-year time horizon, in this case to 2027/28. Overall, the Academy achieved a net consolidated surplus for the year, prior to actuarial losses on the pension scheme, of £104,316 (2024 – surplus of £449,811). This incorporates the consolidated deficit on educational provision of £27,794, capital funding received of £355,188, less the depreciation and repairs funded from brought forward reserves of £452,078 and book income associated with the Local Government Pension Scheme of £229,000.

The Academy's associate staff members belong to the Local Government Pension Scheme (LGPS), which is a defined benefit pension scheme. The LGPS had an interim actuarial valuation as at 31 August 2025, and using the assumptions detailed in note 25 to the financial statements, the asset on the scheme was calculated to be £860,000 (2024 – liability of £731,000) with an actuarial gain on the scheme of £1,362,000 (2024 - loss of £90,000) being recognised in the statement of financial activities. The asset has not been recognised in the accounts as it is believed that it is not likely to be recoverable, either through future reductions in contributions or future repayments, with the value of the asset being written off through the statement of financial activities.

The Academy, as an individual entity, had a net gain in funds of £587,612 (2024 – £367,657) and on 31 August 2025 had funds totalling £9,496,321 (2024 - £8,908,709). Of this £9,446,374 (2024 - £8,822,976) is contained within the restricted funds.

Overall, the consolidated Trust had a net gain in funds of £606,316 (2024 - £359,811) and as at 31 August 2025 the Trust had funds totalling £9,519,548 (2024 - £8,913,232). Of this £9,459,835 (2024 - £8,815,337) is contained within the restricted funds, a breakdown of which can be seen in note 17 to the financial statements. £23,227 (2024 - £4,523) of the consolidated reserves are held by The Bourne Foundation.

Reserves Policy and Financial Position

The Governors regularly monitor the Academy's cash balances to ensure that they provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. Following a review, the Governors have agreed that the level which is held should cover the cost of net wages for one month's payroll, approximately £295,000, with the surplus over this amount held for planned and unforeseen capital work.

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

FINANCIAL REVIEW *(continued)*

As at 31 August 2025 the Trust held total consolidated fund balances of £9,519,548 (2024 - £8,913,232). Of this the free reserves (unrestricted funds of £59,713 (2024 - £97,895), plus the carried forward funds in relation to the General Annual Grant £363,487 (2024 - £512,072), but excluding other restricted funds), amounted to £423,200 (2024 - £609,967) and the cash at bank and in hand balance stood at £504,356 (2024 - £1,079,554). The Governors consider the balances held at the year-end sufficient to meet working capital requirements and met the planned reserve figure. The Governors are aware of the carried forward limits of 12% in relation to the General Annual Grant and note that the Academy is carrying forward reserves of 5.8%. 2% of GAG carried forward can be used to support the general educational costs of the Academy with the rest being retained for planned and unplanned maintenance and capital work. During the year the Academy used free reserves to fund replacement classroom carpets, upgrade building lights to LEDs, replace fire doors, purchase new classroom projectors and carry out significant repairs in the older parts of the Academy buildings. In the next year the Academy plans on using a portion of its reserves to fund 25% of the window replacement project taking place in Autumn 2025. The remaining 75% of the project is funded through a successful CIF bid.

The Governors are closely monitoring financial projections for the 2025/26 academic year. Work on accurate financial forecasting will continue to ensure that cost savings can be implemented on a timely basis to ensure appropriate management of the Academy's finances. Governors are continuing to focus on making financial savings without compromising the educational standards of the Academy, but believe that the Academy might need to utilise free reserves to support in year finances over the next two to three years.

The LGPS pension reserve has moved into a surplus, creating an asset £860,000 for the first time. The value of this reserve is calculated by an interim actuarial valuation of the LGPS as at 31 August 2025. However, the value of the asset has not been recognised in the financial statements. Excluding the pension reserve the value of restricted general funds is £381,087 (2024 - £532,377).

The funds contained in the restricted fixed asset fund are not available for the general purposes of the Trust as at 31 August 2025.

Investment Policy

The Academy operates an investment policy that seeks to maximise returns, minimise risk and maintain flexibility and access to funds. This will involve the use of treasury deposit funds to maximise investment income from the balance held at bank over the next year.

Risk Management including Principal Risks and Uncertainties

As part of the Academy's internal control arrangements the Governors conduct at least one review per annum of the major risks to which the Academy has been exposed and ensure that appropriate steps have been taken as necessary to mitigate these risks. Individual committees and the Leadership Team regularly review the Academy's risk register for consideration by the Governors.

One of the principal risks facing the Academy is that future income streams may not be sufficient to cover forecast future expenditure plans. Student numbers are the key driver of the Academy's income, and the demographic trends set out in local population estimates showed that school student numbers within Bournemouth climbed significantly until 2018/19 with a drop in numbers being seen since that date. The impact of the future decline in numbers will not be seen by the Academy for approximately a further 5 years, but the Academy is positioning itself to ensure that it will continue to remain full when this decline in student numbers occurs.

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

FINANCIAL REVIEW *(continued)*

Pupil admissions into Year 7, for September 2025, have continued at the pupil admission number of 180, with appeals to gain entry seen again. These high entry numbers are expected to continue until Years 7 to 11 reach full capacity. However, local competition at Year 9 entry schools, is affecting student levels between Years 9 to 11. Entries into the Academy's 6th Form currently remain static and the Academy is considering its curriculum offer to ensure that numbers in the 6th Form increase. With attendance at the Academy's recent open evenings being at an all-time high and receiving positive feedback, it is expected that the Academy will continue to obtain a full Year 7 cohort and higher Year 12 entry numbers in September 2026.

The second principal risk facing the Academy relates to the continuing cost pressures in relation to wages, inflation and utilities. This is discussed in more detail within the Reserves Policy and Financial Review section.

The Academy also takes steps to ensure that its estates and resources are effectively managed and remain safe. This is carried out through: a continual maintenance programme to ensure property and grounds remain in good repair, security processes and systems to prevent theft and regular patching and upgrades of IT systems to reduce the risk of cybersecurity attacks. In recent years schools have become targets of cybersecurity attacks and there is an increased risk of a cyberattack occurring. The Academy complies with the RPAs requirements for cybersecurity and reviews cyber security regularly to check for weaknesses. Staff also undertake cyber security training to raise awareness of potential threats and to reduce the risk of them falling foul of a scam email requiring the input of log in details.

The Academy complies with Health & Safety regulations across its estate and is mindful that processes in place can continually be improved. Staff training in respect of Health and Safety is increasing and being tracked to ensure compliance with regulations.

The risk register identifies other significant educational and financial risks and puts in place effective means to mitigate the risks and safeguard the Academy's interests, including insurance where appropriate. The Academy also has in place systems of internal financial control which are regularly reviewed and updated when necessary.

Fundraising

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

The Bourne Foundation has an annual giving fund which parents of students at the Academy are invited to donate to. Funds raised through this method are used to purchase equipment for the students to utilise in the Academy. Collections raised through Academy mufti days are also done on behalf of the Foundation. The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

THE BOURNE ACADEMY

GOVERNORS' REPORT

YEAR ENDED 31 AUGUST 2025

PLANS FOR FUTURE PERIODS

The Academy will continue to carry out on-going reviews of structure and procedures across the Academy with revisions taken as and when required.

The Academy continues to aim to increase student numbers on roll to full capacity of 1050. This involves continuing to expand the 6th form numbers as well as ensuring that the Year 7 entry year continue to be full.

Over the coming year, the Academy will focus on increasing students' attainment and improving progress, particularly with higher ability students. The Academy is also concentrating for a second year on a small number of students that have entered in Year 7 with very low prior ability. Specialist core subject teachers and higher-level teaching assistants have been employed to work with this group of students with the aim to significantly improve their literacy and numeracy levels and ensure they are caught up to their peers and able to fully participate in their key stage 3 curriculum. The Local Authority is providing additional funding to support the running of the Link provision. The Academy is working with the Local Authority to aim to extend the Link provision so that it flows through into Year 8, enabling these students to access mainstream key stage 4 curriculum without the requirement of increased EHCP funding.

The Bourne Scholars programme for high ability students will be entering its fifth year, with expansion into Year 11 from September 2025, as well as continuing in Years 7, 8, 9 and 10. The top 15 ability students in Year 10 and 11, alongside the top 30 in the lower years groups have a dedicated tutor to mentor them alongside a challenging curriculum and considerable opportunities for additional enrichment opportunities. In addition, to our own bespoke programme, from September 2025, we will be working with the Brilliant Club's Scholars Programme. This Programme provides:

- An inspiring university-style course, taught by a world-class PhD researcher through a series of seven tutorials, culminating in a challenging final assignment
- A positive Impact on GCSE attainment
- A chance to build the knowledge, skills and confidence to apply to the most competitive universities
- The opportunity to learn about higher education and life at university at a Graduation Event
- A robust impact report for your school or college, providing a breakdown of students' engagement and progress towards our university-preparedness outcomes.

The Academy's numbers of students with special educational needs continues to remain one of the highest levels in the borough and the Academy is working alongside the Local Authority to run a feasibility study on the possibility of opening a Resource Base on site to expand our provision for students with a primary need of ASD. This approach aims to build on the extended Link provision being extended in 2025/26, which supports very low ability students entering the Academy.

Following a Governor led 6th Form review, the Academy is reviewing its plans for the future curriculum of the 6th Form. This includes adapting our current 6th Form offer, to maximise student recruitment and improve retention, the Academy will explore options for V-Levels and Level 2 courses over the coming year, once the Governments review is complete. This is expected to appeal to the local community and local labour market, while ensuring that financial viability is improved. The Academy also wishes to expand the 6th form over the next few years, both in number and physical size. Plans have been discussed over the last two academic years, with the Academy approaching the Regional School Commissioner and the Local Authority, as well as Government, to determine the feasibility of this plan. An application to the Post 16 Capacity fund will hopefully be submitted to assist in obtaining funding for any approved expansion.

THE BOURNE ACADEMY
GOVERNORS' REPORT
YEAR ENDED 31 AUGUST 2025

PLANS FOR FUTURE PERIODS *(continued)*

The Academy continues to monitor and seek opportunities to form a Multi-Academy Trust with other local single academy schools. Over the last year there have been challenges faced in moving forward with this plan, however, this remains a priority and the Academy continues to explore opportunities to form a strong alliance with other local schools.

AUDITOR

Insofar as the Governors are aware:

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

The report of the Governors, incorporating a Strategic Report, was approved by the Governing Body, as the company directors, on 2 December 2025 and signed on their behalf by:



HEIDI LEAVESLEY
Chair of Governors

THE BOURNE ACADEMY

GOVERNANCE STATEMENT

YEAR ENDED 31 AUGUST 2025

SCOPE OF RESPONSIBILITY

As Governors, we acknowledge we have overall responsibility to ensure that The Bourne Academy has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can provide only reasonable and not absolute assurance against material misstatement or loss. As Governors, we have reviewed and taken account of the guidance in DfE's Governance Guidance.

The Governing Body has delegated the day-to-day responsibility to the Principal, as Accounting Officer, and the Finance, Audit & Risk Committee, 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 The Bourne Academy and the Secretary of State for Education. They are also responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control.

GOVERNANCE

The information on governance included here supplements that described in the Governors' Report and in the Statements of Governors' Responsibilities. The Governing Body has formally met 4 times during the year. There are four main sub-committees of the full board, who have a range of responsibilities and report back to the full board. Three of these meet a minimum of 3 times per year and the Executive pay committee met once.

- Education Standards and Performance Committee (met 4 times in the year)
- Staff and Resources Committee (met 3 times in the year)
- Finance, Audit and Risk Committee (met 3 times in the year)
- Executive Pay Committee (met once in the year)

Attendance during the year at meetings of the full Board of Governors was as follows;

	Meetings attended	Out of a possible
Mark Avoth	3	4
Emma Barrett	1	4
Henry Bishop	2	4
Daniel Butt	3	4
Darren Cheeseman	3	4
Caroline Foster	3	4
Ian Glen	3	4
James Hill	4	4
Clare Jess	4	4
Heidi Leavesley	4	4
David Mastrocola	4	4
David Neill	3	4
Timothy Porter	3	4
Jonny Timms	4	4
Stuart Tragheim	4	4
Ben Vessey	2	4

THE BOURNE ACADEMY

GOVERNANCE STATEMENT

YEAR ENDED 31 AUGUST 2025

GOVERNANCE *(continued)*

The Academy maintains an up-to-date register of interests for all Governors and senior staff. This is monitored by the Clerk to the Governors and used as the main reference to determine and manage any conflicts of interest. Governors and senior staff are required to declare any conflicts of interest at the start of all meetings and where any conflict is identified, discussions and decisions are taken without the involvement of the relevant person.

A skills audit was carried out in January 2025, and this is used to identify any skill gaps within the Governing Body. New Governors are recruited to ensure that skills gaps are filled when a Governor resigns. Governors' training is carried out through the Learning Link provided by the National Governance Association.

The Governing Body is currently undertaking a review of its committee structure to ensure it is effectively aligned with the evolving needs of the Academy. This review is also being informed by areas for development identified in the most recent Ofsted inspection, with the aim of strengthening governance oversight and strategic focus in key priority areas.

Throughout the year to 31 August 2025 the formal link governance structure, developed in 2020, has continued. This links individual Governors to areas of the Academy. The aim of this is to increase the level of involvement governors have within the Academy, ensuring that they have a deeper understanding of different areas. During the year this has involved safeguarding audits, SEND reviews and attendance at subject peer reviews.

During the year, the Governing Body has continued to review progress against the key performance indicators detailed in the Academy's Improvement plan. They challenge the executive group on the results obtained, seeking explanations and confirming validity of the information presented through the committee structure. The Governing Body has continued to have oversight of the Academy finances and ensured that the Leadership Team is making appropriate decisions to continue to strengthen the learning and wellbeing of the Academy's students.

The Finance, Audit & Risk Committee is a sub-committee of the main Governing Body. Its purpose is to monitor the Academy's finances over the year, which includes levels of funding (indicative and actual), budgets and the medium-term forecasts, monitoring and review of the financial procedures within the Academy and to receive the auditor's reports and recommendations. The Committee also monitors the internal and external audits of the Academy and monitors the Academy's risk management processes.

Attendance at the meetings during the year was as follows:

Governor	Meetings attended	Out of a possible
Mark Avoth	3	3
Henry Bishop	1	1
Heidi Leavesley	2	3
Timothy Porter <i>(interim chair until November 2024)</i>	3	3
Stuart Tragheim <i>(chair from December 2024)</i>	3	3

THE BOURNE ACADEMY

GOVERNANCE STATEMENT

YEAR ENDED 31 AUGUST 2025

GOVERNANCE *(continued)*

The Education Standards and Performance committee monitors the educational results of the Academy, teaching and learning, and the Academy's curriculum offer. Attendance at the meetings during the year was as follows:

Governor	Meetings attended	Out of a possible
Caroline Foster (<i>chair</i>)	4	4
Mark Avoth	4	4
Emma Barrett	2	4
James Hill	2	2
Clare Jess	3	4
Heidi Leavesley	2	4
David Neill	1	4
Jonny Timms	1	2

The Staff & Resources committee monitors the resources at the Academy's disposal and the safeguarding of these resources, which includes estate management, health and safety and staffing. The Committee is also responsible for monitoring the staff performance management process annually. Attendance at the meetings was as follows:

Governor	Meetings attended	Out of a possible
Daniel Butt (<i>chair</i>)	2	3
Mark Avoth	3	3
Darren Cheeseman	2	3
Ian Glen	2	3
James Hill	2	3
Heidi Leavesley	3	3
David Mastrocola	3	3

REVIEW OF VALUE FOR MONEY

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

The Accounting Officer considers how the Academy's use of its resources has provided good value for money during each academic year, and reports to the Governing Body where value for money can be improved, including the use of benchmarking data or using a framework where appropriate. The Accounting Officer has delivered improved value for money during the year by:

- Obtaining a Condition Improvement Fund grant to cover 75% of the cost of replacement windows along the oldest section of the Academy buildings. The replacement windows will stop leakages and also improve heat retention with an aim to reduce utility bills
- The Academy has re-tendered its electricity contract, which is due to expire September 2025, achieving substantially lower rates than it has been tied into. The financial impact on this will be seen over the coming years
- Reviewing educational interventions to ensure that funds being spent are being used appropriately and achieving the maximum impact for learners. Where needed the Academy has revised the interventions in place and prioritised spending to help optimise resources while continuing to improve educational outcomes.

THE BOURNE ACADEMY

GOVERNANCE STATEMENT

YEAR ENDED 31 AUGUST 2025

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Bourne Academy from 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 Governing Body has reviewed the key risks to which the Academy is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Governing Body is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy's significant risks that has been in place for the period from 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 Governing Body.

THE RISK AND CONTROL FRAMEWORK

The Academy's system of internal control is based on a framework of regular management information and administrative procedures including the segregation of duties (where possible) 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 Governing Body
- regular review by the Finance, Audit & Risk and Staff & Resources Committees 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 guidelines
- monitoring other regulations, such as Health & Safety and GDPR, to ensure compliance
- identification and management of risks.

The Governing Body has considered the need for a specific internal audit function and this year appointed Carter & Coley as internal auditor to carry out this function for financial matters. Experts in various fields are appointed when work is to be undertaken in areas such as cybersecurity and health and safety.

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

- review of payroll and staffing
- review of cybersecurity.

THE BOURNE ACADEMY
GOVERNANCE STATEMENT
YEAR ENDED 31 AUGUST 2025

THE RISK AND CONTROL FRAMEWORK *(continued)*

The internal auditor reported to the Governing Body, through the Finance, Audit & Risk Committee after each visit on the operation of the systems of control and on the discharge of the Governing Body's financial responsibilities. On an annual basis the internal auditor prepares a summary report to the committee outlining the areas reviews, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress. The internal auditors delivered their schedule of work as planned, with no significant control issues arising.

REVIEW OF EFFECTIVENESS

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

- the work of the internal auditor
- 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 auditors
- correspondence from the DfE.

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

Conclusion

Based on the advice of the Finance, Audit & Risk committee and the Accounting Officer, the board of governors is of the opinion that the Academy has an adequate and effective framework for governance, risk management and control.

Approved by order of the members of the Governing Body on 2 December 2025 and signed on its behalf by:



HEIDI LEAVESLEY
Chair of Governors



MARK AVOTH
Accounting Officer

THE BOURNE ACADEMY
STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE
YEAR ENDED 31 AUGUST 2025

As Accounting Officer of The Bourne Academy, I confirm that I have had due regard to the framework of authorities governing regularity, propriety and compliance, including the Academy's funding agreement with the 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's Governing Body and the DfE of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including estates safety and management.

I confirm that I, and the Academy's Governing Body, are able to identify any material irregular or improper use of all funds by the Academy, 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 Governing Body and DfE.



MARK AVOTH
Accounting Officer

Date: 2 December 2025

THE BOURNE ACADEMY
STATEMENT OF GOVERNORS' RESPONSIBILITIES
YEAR ENDED 31 AUGUST 2025

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

Company law requires the Governors to prepare financial statements for each financial year. Under company law the Governors 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 Governors are required to:

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

The Governors 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 Governors 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 the ESFA/DfE have been applied for the purposes intended.

The Governors 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 Governing Body on 2 December 2025 and signed on its behalf by:



HEIDI LEAVESLEY
Chair of Governors

THE BOURNE ACADEMY

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE BOURNE ACADEMY FOR THE YEAR ENDED 31 AUGUST 2025

We have audited the financial statements of The Bourne Academy (the 'parent Academy') and its subsidiaries (the 'Group') for the year ended 31 August 2025 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Academy Balance Sheet, the Consolidated 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 Group's and of the parent Academy's affairs as at 31 August 2025 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group 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 Governors' 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 Group's or the parent 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 Governors with respect to going concern are described in the relevant sections of this report.

THE BOURNE ACADEMY
INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS
TO THE MEMBERS OF THE BOURNE ACADEMY
FOR THE YEAR ENDED 31 AUGUST 2025

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditor's Report thereon. The Governors 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 Governors' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

THE BOURNE ACADEMY
INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS
TO THE MEMBERS OF THE BOURNE ACADEMY
FOR THE YEAR ENDED 31 AUGUST 2025

Responsibilities of Governors

As explained more fully in the Statement of Governors' Responsibilities, the Governors (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 Governors 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 Governors are responsible for assessing the Group's and the parent 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 Governors either intend to liquidate the Group or the parent Academy or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

We obtained an understanding of the legal and regulatory frameworks within which the Charitable Company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charities Act 2011 together with the Charities SORP (FRS 102), the Companies Act 2006, the Academy Accounts Direction and the Academy Trust Handbook. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the Charitable Company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the Charitable Company for fraud. The key laws and regulations we considered in this context were General Data Protection Regulation, health and safety legislation, Ofsted and employee legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquire of the Governors and other management and inspection of regulatory and legal correspondence, if any.

THE BOURNE ACADEMY

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE BOURNE ACADEMY FOR THE YEAR ENDED 31 AUGUST 2025

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be in the following areas: the override of controls by management, including posting of unusual journals; inappropriate treatment of non-routine transactions and areas of estimation uncertainty.

Our audit procedures to respond to these risks included enquiries of management and the Board about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Department for Education, and reading minutes of meetings of those charged with governance.

We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 Auditor's Report.

Use of our report

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



Rebecca Crowther (Senior Statutory Auditor)

for and on behalf of

Crowe U.K. LLP

Statutory Auditor

Fourth Floor

St James House

St James Square

Cheltenham

GL50 3PR

Date: 10 December 2025

THE BOURNE ACADEMY LIMITED

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE BOURNE ACADEMY LIMITED AND THE EDUCATION FUNDING AGENCY FOR THE YEAR ENDED 31 AUGUST 2025

In accordance with the terms of our engagement letter dated 26 August 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 The Bourne Academy 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 The Bourne Academy 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 The Bourne Academy 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 The Bourne Academy and the Secretary of State for Education, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of The Bourne Academy's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Bourne Academy's funding agreement with the Secretary of State for Education dated 24 February 2010 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.

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 BOURNE ACADEMY LIMITED**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON
REGULARITY TO THE BOURNE ACADEMY LIMITED AND THE
EDUCATION FUNDING AGENCY FOR THE YEAR ENDED 31 AUGUST 2025**

The work undertaken to draw our conclusion includes a review of the design and implementation of the charitable company's internal controls and review processes on regularity, supported by detailed tests on samples of costs incurred by the charitable company and specific transactions identified from our review.

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.

Crowe UK LLP

Reporting Accountant

Crowe U.K. LLP
Statutory Auditor

Date: 10 December 2025

THE BOURNE ACADEMY
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
Incorporating the Income and Expenditure Account
YEAR ENDED 31 AUGUST 2025

	Note	Un- restricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2025 £	Total 2024 £
INCOME FROM:						
Donations and capital grants	3	1,698	392	355,188	357,278	512,174
Charitable activities:						
Funding for the Academy's educational operations	4	-	8,470,377	-	8,470,377	7,667,598
Other trading activities	5	100,784	91,057	-	191,841	173,663
Investments	6	17,258	-	-	17,258	24,161
Income from educational trips		-	166,225	-	166,225	40,192
Other income	7	1,325	2,024	-	3,349	3,042
TOTAL INCOME		<u>121,065</u>	<u>8,730,075</u>	<u>355,188</u>	<u>9,206,328</u>	<u>8,420,830</u>
EXPENDITURE ON:						
Raising funds		103,232	73,223	5,619	182,074	156,670
Charitable activities:						
Academy's educational operations	9	-	8,566,770	353,168	8,919,938	7,814,349
TOTAL EXPENDITURE	8	<u>103,232</u>	<u>8,639,993</u>	<u>358,787</u>	<u>9,102,012</u>	<u>7,971,019</u>
NET INCOME / (EXPENDITURE)						
Transfers between funds	17	17,833 (56,015)	90,082 (5,930)	(3,599) 61,945	104,316 -	449,811 -
NET INCOME / (EXPENDITURE) FOR THE YEAR		<u>(38,182)</u>	<u>84,152</u>	<u>58,346</u>	<u>104,316</u>	<u>449,811</u>
OTHER RECOGNISED GAINS/ LOSSES						
Actuarial (losses) / gains on defined benefit pension schemes	25	-	1,362,000	-	1,362,000	(90,000)
Pension surplus not recognised	25	-	(860,000)	-	(860,000)	-
NET MOVEMENT IN FUNDS		<u>(38,182)</u>	<u>586,152</u>	<u>58,346</u>	<u>606,316</u>	<u>359,811</u>
RECONCILIATION OF FUNDS						
Funds brought forward at 1 September 2024		97,895	(205,065)	9,020,402	8,913,232	8,553,421
FUNDS CARRIED FORWARD AT 31 August 2025	17	<u>59,713</u>	<u>381,087</u>	<u>9,078,748</u>	<u>9,519,548</u>	<u>8,913,232</u>

All of the Academy's activities derive from continuing operations during the above two financial periods.

The notes on pages 39 to 62 form part of these financial statements

THE BOURNE ACADEMY
CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2025

	Note	2025		2024	
		£	£	£	£
FIXED ASSETS					
Intangible assets	13		6,741		6,271
Tangible assets	14		8,868,406		9,014,131
			<u>8,875,147</u>		<u>9,020,402</u>
CURRENT ASSETS					
Stock		2,488		1,246	
Debtors	15	558,319		444,494	
Cash at bank and in hand		504,356		1,079,554	
		<u>1,065,163</u>		<u>1,525,294</u>	
LIABILITIES					
Creditors: Amounts falling due within one year	16	(420,762)		(901,464)	
NET CURRENT ASSETS			<u>644,401</u>		<u>623,830</u>
Total assets less current liabilities			<u>9,519,548</u>		<u>9,644,232</u>
Net assets excluding pension liability			<u>9,519,548</u>		<u>9,644,232</u>
Defined benefit pension scheme asset / (liability)	25		-		(731,000)
TOTAL NET ASSETS			<u><u>9,519,548</u></u>		<u><u>8,913,232</u></u>
FUNDS OF THE ACADEMY					
Restricted funds	17				
Pension deficit reserve	25		-	(731,000)	
Fixed asset fund		9,078,748		9,020,402	
Restricted general funds		381,087		525,935	
TOTAL RESTRICTED FUNDS			<u>9,459,835</u>		<u>8,815,337</u>
Unrestricted general funds	17		<u>59,713</u>		<u>97,895</u>
TOTAL FUNDS			<u><u>9,519,548</u></u>		<u><u>8,913,232</u></u>

The financial statements on pages 35 to 62 were approved and authorised for issue by the Governors on 2 December 2025 and signed on their behalf by:


HEIDI LEAVESLEY
Chair of Governors

Company Registration number: 07148158

The notes on pages 39 to 62 form part of these financial statement

THE BOURNE ACADEMY
ACADEMY BALANCE SHEET
AS AT 31 AUGUST 2025

	Note	2025		2024	
		£	£	£	£
FIXED ASSETS					
Intangible assets	13		6,741		6,271
Tangible assets	14		8,868,406		9,014,131
			<u>8,875,147</u>		<u>9,020,402</u>
CURRENT ASSETS					
Stock		2,488		1,246	
Debtors	15	558,319		444,494	
Cash at bank and in hand		482,052		1,076,041	
		<u>1,042,859</u>		<u>1,521,781</u>	
LIABILITIES					
Creditors: Amounts falling due within one year	16	(421,685)		(902,474)	
NET CURRENT ASSETS			<u>621,174</u>		<u>619,307</u>
Total assets less current liabilities			<u>9,496,321</u>		<u>9,639,709</u>
Net assets excluding pension liability			<u>9,496,321</u>		<u>9,639,709</u>
Defined benefit pension scheme liability	25		-		(731,000)
TOTAL NET ASSETS			<u><u>9,496,321</u></u>		<u><u>8,908,709</u></u>
FUNDS OF THE ACADEMY					
Restricted funds					
Pension deficit reserve	25	-		(731,000)	
Fixed asset fund		9,082,887		9,024,541	
Restricted general funds		363,487		529,435	
TOTAL RESTRICTED FUNDS			<u>9,446,374</u>		8,822,976
Unrestricted general funds	17		<u>49,947</u>		<u>85,733</u>
TOTAL FUNDS			<u><u>9,496,321</u></u>		<u><u>8,908,709</u></u>

The Academy's surplus for the year was £587,612. The financial statements on pages 35 to 62 were approved and authorised for issue by the Governors on 2 December 2025 and signed on their behalf by:



HEIDI LEAVESLEY
Chair of Governors

Company Registration number: 07148158

The notes on pages 39 to 62 form part of these financial statements

THE BOURNE ACADEMY
CONSOLIDATED STATEMENT OF CASH FLOWS
YEAR ENDED 31 AUGUST 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash provided by operating activities	22	(487,061)	130,735
Cash flows from investing activities	22	(88,138)	(131,261)
Change in cash and cash equivalents in the reporting period		<u>(575,199)</u>	<u>(526)</u>
Cash and cash equivalents at 1 September 2024		1,079,555	1,080,081
Cash and cash equivalents at 31 August 2025	23	<u>504,356</u>	<u>1,079,555</u>

The notes on pages 39 to 62 form part of these financial statements

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

1. STATEMENT OF ACCOUNTING POLICIES

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

The Bourne Academy is registered as a company limited by guarantee at Companies House (No. 07148158) and is an exempt Charity. The address of the registered office is Hadow Road, Bournemouth, BH10 5HS.

Basis of preparation

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

The Bourne Academy meets the definition of a public benefit entity under FRS 102.

Consolidation

The Bourne Academy financial statements consolidate those of the Academy and of The Bourne Foundation, a charity over which the Academy has overall control.

The Bourne Academy has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

Going concern

The Governors 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 Governors make this assessment in respect of a period of at least one year from the date of authorisation of the financial statements. In making their decision they have reviewed the 3-year forecasts, coupled with cash flows for this period, and considered the cost pressures being placed on the Academy through the current economic situation. This review has indicated that the Academy has adequate reserves and head room of cash to support itself through the next 3 academic years and still maintain cumulative surplus on reserves. As such, the Governors have concluded that the Academy has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

1. STATEMENT OF ACCOUNTING POLICIES *(continued)*

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 year 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.

The 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 period is deducted from income and recognised as a liability.

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

- **Donations** – donations are recognised on a receivable basis (where there are no performance-related conditions) where receipt is probable and the amount can be reliably measured.
- **Other income** – other income, including the hire of facilities and sales of staff services, is recognised in the period it is receivable and to the extent the Academy has provided the goods or services.

Expenditure

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

- **Expenditure on Raising Funds** – this includes all expenditure incurred by the Academy to raise funds for its charitable purpose and includes costs of all fundraising activities events and non-charitable trading.
- **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.

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

1. STATEMENT OF ACCOUNTING POLICIES *(continued)*

Intangible fixed assets

Intangible assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the assets can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

Amortisation

Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Computer software	- 5 years
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Tangible fixed assets

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

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

Assets under the course of constructions are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to leasehold land and buildings.

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.

Depreciation

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset over its expected useful life, as follows:

Long leasehold buildings	- 50 years straight line
Leasehold improvements	- between 10 and 20 years straight line
Computer equipment	- between 3 and 5 years straight line
Fixtures, fittings and equipment	- between 4 and 10 years straight line
Motor vehicles	- 5 years straight line

Stock

Stocks are valued at the lower of cost of net realisable value.

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

1. STATEMENT OF ACCOUNTING POLICIES *(continued)*

Debtors

Trade debtors and all other debtors (excluding prepayments) are recognised at their settlement amount after any discount offered. Prepayments are valued at the amount prepared net of any discounts.

Financial Instruments

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments.

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

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

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.

Leased assets

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

Liabilities

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, if 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.

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 Governors.

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

1. STATEMENT OF ACCOUNTING POLICIES *(continued)*

Restricted fixed asset funds are resources which are to be applied for 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 Education and Skills Funding Agency.

Pension benefits

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.

Teachers' Pension Scheme

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. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contributions scheme for accounting purposes and the contributions recognised in the period to which they relate.

Local Government Pension Scheme

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 net income/(expenditure) are the current service costs and the costs of the 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 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.

Critical accounting estimates and areas of judgement

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

Where a pension scheme is in surplus according to the accounting valuation, the associated asset has not been recognised on the basis that it is not likely to be recoverable either through future reductions in contributions or future repayments. Further details of pension assets not recognised can be found with the pension note the financial statements (note 25).

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

1. STATEMENT OF ACCOUNTING POLICIES *(continued)*

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 LGPS defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (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 annual depreciation charges for the tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are amended when necessary to reflect current estimates and the physical condition of the assets. See note 14 for the carrying amount of the tangible assets and Note 1 for the useful lives for each class of asset.

Agency arrangements

The Academy acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Academy does not have control over the charitable application of the funds. The Academy can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received and paid and any balances held are disclosed in note 27.

2. GENERAL ANNUAL GRANT (GAG)

Under the funding agreement with the Secretary of State the Academy was subject to limits at 31 August 2025 on the amount of GAG that could be carried forward from one year to the next. An amount equal to 12% of GAG could be carried forward, of which up to 2% could be used for general recurrent purposes, with any balance being available for premises/capital purposes. The Academy has not exceeded these limits during the year ended 31 August 2025.

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

3. DONATIONS AND CAPITAL GRANTS

	Unrestricted Funds	Restricted Funds	Restricted Fixed Asset Funds	Total 2025	Total 2024
	£	£		£	£
Capital grants	-	-	61,078	61,078	508,929
CIF grant	-	-	294,110	294,110	-
Other donations & grants	1,698	392	-	2,090	3,245
	<u>1,698</u>	<u>392</u>	<u>355,188</u>	<u>357,278</u>	<u>512,174</u>

4. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
	£	£	£	£
DfE / ESFA grants				
General Annual Grant - note 2	-	6,312,120	6,312,120	6,072,886
Disadvantaged student funds	-	336,723	336,723	352,356
Teachers' pay and pension grants	-	266,328	266,328	184,224
Mainstream school additional grant	-	-	-	193,140
Core School budget grant	-	215,759	215,759	-
Other DfE group grants	-	90,922	90,922	135,468
	-	<u>7,221,852</u>	<u>7,221,852</u>	<u>6,938,074</u>
Other Government grants				
Local authority	-	1,137,481	1,137,481	667,136
Non-government income				
Other income from educational operations	-	111,044	111,044	62,388
	-	<u>8,470,377</u>	<u>8,470,377</u>	<u>7,667,598</u>

5. OTHER TRADING ACTIVITIES

	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
	£	£	£	£
Hire of facilities	35,643	-	35,643	40,870
Staff services & tuition	32,448	80,587	113,035	79,884
Catering	-	7,348	7,348	14,075
Funds raised by departments	32,693	3,122	35,815	38,834
	<u>100,784</u>	<u>91,057</u>	<u>191,841</u>	<u>173,663</u>

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

6. INVESTMENT INCOME

	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
	£	£	£	£
Short term deposits	<u>17,258</u>	-	<u>17,258</u>	<u>24,161</u>

7. OTHER INCOME

	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
	£	£	£	£
Other	<u>1,325</u>	<u>2,024</u>	<u>3,349</u>	<u>3,042</u>
	<u>1,325</u>	<u>2,024</u>	<u>3,349</u>	<u>3,042</u>

8. EXPENDITURE

	Staff Costs	Non Pay Expenditure		Total 2025	Total 2024
	£	Premises	Other	£	£
		£	£		
Expenditure on raising funds	140,194	36,055	5,825	182,074	156,670
Academy's educational operations:					
Direct costs	6,147,347	298,750	725,265	7,171,362	6,241,882
Allocated Support costs	<u>726,461</u>	<u>667,340</u>	<u>354,775</u>	<u>1,748,576</u>	<u>1,572,467</u>
	<u>7,014,002</u>	<u>1,002,145</u>	<u>1,085,865</u>	<u>9,102,012</u>	<u>7,971,019</u>

Net income/(expenditure) for the year includes:

	2025	2024
	£	£
Operating lease rentals	55,218	54,819
Depreciation	357,037	333,619
Amortisation	1,750	1,750
Fees payable to auditor for:		
- Audit	15,750	15,000
- Other services	<u>1,525</u>	<u>3,835</u>

9. CHARITABLE ACTIVITIES – ACADEMY'S EDUCATIONAL OPERATIONS

	2025	2024
	£	£
Direct costs	7,171,362	6,241,882
Support costs	<u>1,748,576</u>	<u>1,572,467</u>
	<u>8,919,938</u>	<u>7,814,349</u>

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

9. CHARITABLE ACTIVITIES – ACADEMY’S EDUCATIONAL OPERATIONS *(continued)*

Analysis of support costs

	Educational Operations	Total 2025	Total 2024
	£	£	£
Support staff costs	726,461	726,461	656,100
Depreciation	54,419	54,419	48,762
Premises costs	612,921	612,921	632,136
Other support costs	476,079	476,079	445,514
Interest gain on LGPS	(143,000)	(143,000)	(236,000)
Governance costs	21,696	21,696	25,955
Total support costs	1,748,576	1,748,576	1,572,467

Governance costs total £21,696 (2024 - £25,955) and include; professional fees of £4,805 (2024 - £4,561), auditors remuneration of £15,570 (2024 - £19,807), support costs of £1,141 (2024 - £947) and Governors’ training and reimbursed expenses of £nil (2024 - £640).

10. STAFF COSTS

Staff costs during the period were:

	2025	2024
	£	£
Wages and salaries	5,022,065	4,669,742
Social security costs	575,239	476,767
Operating costs of defined benefit pension schemes	1,193,755	1,017,438
LGPS service cost	(89,000)	(90,000)
Apprenticeship levy	10,208	8,411
	6,712,267	6,082,358
Supply staff costs	301,735	167,239
	7,014,002	6,249,597

There are no non-statutory/non-contractual severance payments included within staff costs are nil (2024 – nil).

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

	2025	2024
	No.	No.
Teachers	90	93
Administration and support	50	41
Management	7	7
	147	141

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

10. STAFF COSTS *(continued)*

Higher paid staff

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

	2025	2024
	No.	No.
£60,001 - £70,000	5	4
£70,001 - £80,000	3	2
£80,001 - £90,000	2	1
£90,001 - £100,000	-	1
£100,001 - £110,000	1	-
£140,001 - £150,000	-	1
£150,001 - £160,000	1	-
	<u>1</u>	<u>-</u>

Key management personnel

The key management personnel of the Academy comprise the Governors and the Executive Group as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by paid key management personnel (the Executive Group and Staff Governor) for their services to the Academy was £988,821 (2024 - £876,368).

11. RELATED PARTY TRANSACTIONS; GOVERNORS REMUNERATION & EXPENSES

One or more Governors has been paid remuneration or has received other benefits from an employment with the Academy. The Principal and other staff Governors 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 Governors' remuneration and other benefits was as follows:

M Avoth (Principal and Governor)

Remuneration £155,001 - £160,000 (2024: £145,001 - £145,000)

Employer's pension contribution £40,001 - £45,000 (2024: £35,001 - £40,000)

D Mastrocola (Staff Governor)

Remuneration £60,001 - £65,000 (2024: £55,001 - £60,000)

Employer's pension contribution £15,001 - £20,000 (2024: £10,001 - £15,000)

During the year no travel and subsistence expenses were reimbursed to Governors, in their role as Governor, was nil (2024 - nil was reimbursed).

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

12. GOVERNORS' AND OFFICERS' INSURANCE

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

13. INTANGIBLE FIXED ASSETS

	Computer Software	Total
	£	£
Cost		
At 1 September 2024	8,750	8,750
Additions	2,220	2,220
	<u>10,970</u>	<u>10,970</u>
At 31 August 2025		
Amortisation		
At 1 September 2024	2,479	2,479
Charge for year	1,750	1,750
	<u>4,229</u>	<u>4,229</u>
At 31 August 2025		
Net book value		
At 31 August 2025	<u>6,741</u>	<u>6,741</u>
At 31 August 2024	<u>6,271</u>	<u>6,271</u>

The value of the Academy's intangible fixed assets is £6,741.

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

14. TANGIBLE FIXED ASSETS

	Assets Under Construction	Leasehold Land, Buildings & Improvements	Fixtures, Fittings & Equipment	Computer Equipment	Motor Vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 September 2024	466,919	10,464,786	546,494	328,759	84,298	11,891,256
Additions	85,758	34,371	64,587	26,596	-	211,312
Transfers	(466,919)	466,919	-	-	-	-
Disposals	-	-	(28,157)	(32,322)	-	(60,479)
	<u>85,758</u>	<u>10,966,076</u>	<u>582,924</u>	<u>323,033</u>	<u>84,298</u>	<u>12,042,089</u>
Depreciation						
At 1 September 2024	-	2,370,736	259,833	209,543	37,013	2,877,125
Charge for year	-	242,082	64,708	45,226	5,021	357,037
Eliminated on disposal	-	-	(28,157)	(32,322)	-	(60,479)
	<u>-</u>	<u>2,612,818</u>	<u>296,384</u>	<u>222,447</u>	<u>42,034</u>	<u>3,173,683</u>
Net book value						
At 31 August 2025	<u>85,758</u>	<u>8,353,258</u>	<u>286,540</u>	<u>100,586</u>	<u>42,264</u>	<u>8,868,406</u>
At 31 August 2024	<u>466,919</u>	<u>8,094,050</u>	<u>286,661</u>	<u>119,216</u>	<u>47,285</u>	<u>9,014,131</u>

The Academy occupied the site of its predecessor school, which is owned by the Local Authority, under a short term Tenancy at Will agreement until 14 January 2016. On 15 January 2016 a new lease agreement was entered into with the Local Authority for a period of 125 years (note 18). The value of the long leasehold land was brought into the financial statements in 2013 at the value of the building programme, which was undertaken between 2011 and 2013. Depreciation commenced on the Long Leasehold Buildings once the Academy had full use of the premises.

The value of the Academy's tangible fixed assets is £8,868,406.

15. DEBTORS

	2025	2024
	£	£
Trade debtors	11,583	15,071
VAT recoverable	59,397	78,592
Other debtors	4,485	333
Prepayments and accrued income	482,854	350,498
	<u>558,319</u>	<u>444,494</u>

The value of the Academy's debtors is £558,319 (2024 - £444,494).

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

16. CREDITORS: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	86,848	431,772
Taxation, social security and pension liabilities	273,850	232,984
Other creditors	7,907	8,989
Accruals and deferred income	52,157	227,719
	<u>420,762</u>	<u>901,464</u>

The value of The Academy creditors falling due within one year is £421,685 (2024 - £902,474) which includes an intercompany creditor of £923 (2024 – £1,010).

Deferred Income

	2025	2024
	£	£
Deferred income at 1 September 2024	65,040	20,792
Resources deferred in the year	11,921	64,374
Amounts released from previous years	(63,200)	(20,126)
Deferred income at 31 August 2025	<u>13,761</u>	<u>65,040</u>

The value of deferred income included above relates to funds received in advance for educational trips occurring after 1 September 2025.

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 August 2025

17. FUNDS

Consolidated Funds for the year ended 31 August 2025

	Balance at 1 September 2024 £	Income £	Expenditure £	Gains, Losses & Transfers £	Balance at 31 August 2025 £
Restricted General Funds					
General Annual Grant	512,072	6,312,120	(6,460,705)	-	363,487
Teachers' Pay/Pension grant	-	266,328	(266,328)	-	-
Core School Budget grant	-	215,759	(215,759)	-	-
Disadvantaged students	-	336,723	(324,020)	(12,703)	-
Other DfE/ESFA grants	-	90,922	(90,922)	-	-
LA grants	-	1,137,481	(1,137,481)	-	-
Careers grants	1,500	-	(1,500)	-	-
Other grants, sales & donations	12,363	190,477	(179,310)	(5,930)	17,600
MiSST	-	14,040	(14,040)	-	-
Educational trips	-	166,225	(178,928)	12,703	-
Pension reserve	(731,000)	-	229,000	502,000	-
	<u>(205,065)</u>	<u>8,730,075</u>	<u>(8,639,993)</u>	<u>496,070</u>	<u>381,087</u>
	Balance at 1 September 2024 £	Income £	Expenditure £	Gains, Losses & Transfers £	Balance at 31 August 2025 £
Restricted Fixed Asset Funds					
Tfr from GAG/unrestricted	252,439	-	(47,040)	48,975	254,374
DfE – capital grants	122,548	20,327	(33,497)	-	109,378
Condition Improvement Fund	-	294,110	-	-	294,110
DfE – donated IT devices	37,711	-	(17,097)	-	20,614
MUGA pitch	16,469	-	(8,928)	-	7,541
LA – Land & Buildings	7,884,301	-	(202,161)	-	7,682,140
Dance Studio	26,096	-	(7,092)	-	19,004
Minibus	47,285	-	(5,021)	-	42,264
Science Lab refurbishment	3,410	-	(1,136)	-	2,274
LA – capital grant	49,257	-	(1,271)	-	47,986
NHS Venari units	37,600	-	(4,700)	-	32,900
Catering Pod	7,667	-	(1,000)	-	6,667
ODE Trim Trail	14,091	-	(4,697)	-	9,394
LA – Link building	466,919	40,751	(10,699)	-	496,971
Other small assets	54,609	-	(14,448)	12,970	53,131
	<u>9,020,402</u>	<u>355,188</u>	<u>(358,787)</u>	<u>61,945</u>	<u>9,078,748</u>
Total Restricted Funds	<u>8,815,337</u>	<u>9,085,263</u>	<u>(8,998,780)</u>	<u>558,015</u>	<u>9,459,835</u>
Total Unrestricted Funds	<u>97,895</u>	<u>121,065</u>	<u>(103,232)</u>	<u>(56,015)</u>	<u>59,713</u>
Total Funds	<u>8,913,232</u>	<u>9,206,328</u>	<u>(9,102,012)</u>	<u>502,000</u>	<u>9,519,548</u>

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 August 2025

17. FUNDS *(continued)*

Consolidated Funds for the year ended 31 August 2024

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains, Losses & Transfers £	Balance at 31 August 2024 £
Restricted General Funds					
General Annual Grant	671,875	6,072,886	(6,091,205)	(141,484)	512,072
Teachers' Pay/Pension grant	-	184,224	(184,224)	-	-
Mainstream additional grant	45,000	193,140	(238,140)	-	-
Other ESFA/DfE grants	-	135,498	(135,468)	-	-
Disadvantaged students	-	352,356	(342,704)	(9,652)	-
LA grants	-	667,137	(667,137)	-	-
Careers grants	1,500	8,486	(8,446)	-	1,500
Other grants, sales & donations	14,569	122,407	(124,113)	(500)	12,363
MiSST	1,069	14,040	(15,109)	-	-
Educational trips	-	40,192	(50,344)	10,152	-
Pension reserve	(967,000)	-	326,000	(90,000)	(731,000)
	<u>(232,987)</u>	<u>7,790,336</u>	<u>(7,530,930)</u>	<u>(231,484)</u>	<u>(205,065)</u>
	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, Losses & Transfers £	Balance at 31 August 2024 £
Restricted Fixed Asset Funds					
ESFA – General Annual Grant	201,117	-	(34,253)	85,575	252,439
ESFA – capital grant	140,728	20,816	(38,996)	-	122,548
ESFA – donated IT devices	54,807	-	(17,096)	-	37,711
MUGA pitch	25,397	-	(8,928)	-	16,469
LA – Land & Buildings	8,086,462	-	(202,161)	-	7,884,301
Dance Studio	33,188	-	(7,092)	-	26,096
Minibus	-	-	(2,930)	50,215	47,285
Science Lab refurbishment	4,546	-	(1,136)	-	3,410
LA – capital grant	50,528	-	(1,271)	-	49,257
NHS Venari units	42,300	-	(4,700)	-	37,600
Catering Pod	8,667	-	(1,000)	-	7,667
ODE Trim Trail	18,788	-	(4,697)	-	14,091
LA – Link Building	-	465,789	-	1,130	466,919
Other small assets	36,468	22,324	(11,108)	6,925	54,609
	<u>8,702,996</u>	<u>508,929</u>	<u>(335,368)</u>	<u>143,845</u>	<u>9,020,402</u>
Total Restricted Funds	<u>8,470,009</u>	<u>8,299,265</u>	<u>(7,866,298)</u>	<u>(87,639)</u>	<u>8,815,337</u>
Total Unrestricted Funds	<u>83,412</u>	<u>121,565</u>	<u>(104,721)</u>	<u>(2,361)</u>	<u>97,895</u>
Total Funds	<u>8,553,421</u>	<u>8,420,830</u>	<u>(7,971,019)</u>	<u>(90,000)</u>	<u>8,913,232</u>

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 August 2025

17. FUNDS *(continued)*

The Academy only funds at the balance sheet date of 31 August 2025 were; Restricted General fund £363,487, pension reserve asset of £860,000, Restricted Fixed Asset fund £9,078,748 and unrestricted funds of £54,086 resulting in a total funds balance of £10,356,321.

General Annual Grant – this fund represents the Government funding, through the DfE, for the provision of education by the Academy. Under the funding agreement with the Secretary of State, the Academy was subject to a limit on the amount of GAG that it could carry forward at 31 August 2025. Note 2 discloses whether the limit was exceeded.

Teachers' Pay and Pension grants – this fund represents the additional funding provided by the DfE to support the cost of teachers' pay awards and the increase in the Teachers Pension Scheme employer contribution rate from 1 April 2024. Funds have been fully spent in accordance with the requirements.

Core Schools Budget Grant – this fund represents the additional funding provided by the DfE to support the growing costs faced by schools due to the recent economic climate, particularly in energy costs. Funds have been fully spent in accordance with the requirements.

Disadvantaged students – this fund represents Government funding received through the ESFA to provide additional support to students who have qualified for Free School Meals at any point in the last 6 years in order to raise their attainment. Expenditure this year has been spent in a variety of areas including; educational materials, one-to-one tuition, literacy support, breakfast club, mentoring and providing financial assistance for these students to attend educational trips (the transfer out of the fund).

Other DfE grants – this fund represents Government funding received, through the DfE, for specific purposes claimed for by the Academy and this year includes the rates reimbursement and the national insurance grant to support the increase in employer NI rates from April 2025. All funds received have been spent in accordance with their purposes.

LA grants – this represents top-up funding received from the Local Authority to assist in providing teaching support for students with special educational needs and are covered by Educational Health Care Plans and Looked After children funding for students in care at the Academy. Funds have been spent providing resources for these students.

Careers grant – this represents funds, mainly received from the Southern Universities Network, in order to support student access to quality, impartial one-to-one careers guidance and to enhance careers provision activities. Funds have been spent according to the grant application.

Other grants, sales and donations – this represents funds received to assist with a range of other activities. This year income has arisen from: grants from the Alice Cooper Dean Foundation to support free breakfasts to students, The Friends of Canford School, The Valentine Trust and the Baily Thomas Foundation to support the Link building sensory room costs, The Hedley Foundation to support young carers activities, staff services provided to local schools for running admissions appeals and financial consultancy, guaranteed position income from the catering contract and various smaller grants to support the Academy's educational activities. Funds have been spent in accordance with their purpose.

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 August 2025

17. FUNDS (continued)

MiSST – this represents donations and grants received towards purchasing instruments and music tutor wages to support the Music in Secondary Schools Trust programme.

Educational trips - this fund represents monies raised, through parents, students and outside sources, to cover the cost of running various day and residential trips for the students. Transfers into the fund relate to Disadvantaged Student funding and GAG funding used to support these students to go on educational trips.

Pension reserve - this represents the balance on the Local Government Pension Scheme. The costs/movements relating to the fund for the year have been taken from the DfE General Annual Grant. This has been transferred into the pension reserve fund. At the year-end there was a surplus within the scheme which has not been recognised in the accounts.

Restricted fixed asset fund – this represents funds received from organisations for capital purposes. The GAG fixed asset fund represents fixed assets that have been purchased out of GAG and the cost transferred into the restricted fixed asset fund at the time of purchase from revenue GAG. This year a capital grant of £40,751 has been received from the Local Authority to fund the furnishing and outfitting of a building within the Academy grounds. The Academy was successful in obtaining a Condition Improvement Fund grant to fund the cost of replacing a number of windows. Other funds received during the year related to general capital funding, including the DfE devolved formula capital grant, for acquiring assets. The costs within this fund are the depreciation costs of the assets for the year. Transfers into this fund relate to the value of fixed assets acquired using funding from other funds. At the year end £203,601 of income recognised in the year remains unspent.

Gains, Losses and Transfers

Transfers between funds have occurred as follows this year:

- £12,703 of Disadvantaged funds to support educational trips
- £61,945 of unrestricted fund and income received from other grants were transferred to the restricted fixed asset fund which represents the purchase of fixed assets out of these funds.

An actuarial gain of £1,362,000 has occurred on the pension reserve fund.

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 August 2025 are represented by:

	Unrestricted Funds	Restricted Funds	Restricted Fixed Assets Fund	Total 2025
	£	£	£	£
Fixed assets	-	-	8,875,147	8,875,147
Current assets	59,713	801,849	203,601	1,065,163
Current liabilities	-	(420,762)	-	(420,762)
Pension scheme asset	-	860,000	-	860,000
	<u>59,713</u>	<u>1,241,087</u>	<u>9,078,748</u>	<u>10,379,548</u>

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 August 2025

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS *(continued)*

Comparative information in respect of fund balances at 31 August 2024 are represented by:

	Unrestricted	Restricted	Restricted	
	Funds	Funds	Fixed Assets	Total 2024
	£	£	Fund	£
Fixed assets	-	-	9,020,402	9,020,402
Current assets	97,895	1,427,399	-	1,525,294
Current liabilities	-	(901,464)	-	(901,464)
Pension scheme liability	-	(731,000)	-	(731,000)
	<u>97,895</u>	<u>(205,065)</u>	<u>9,020,402</u>	<u>8,913,232</u>

19. LEASE COMMITMENTS

The Academy has entered into a lease from 15 January 2016 to occupy the premises of the predecessor school, which are owned by Bournemouth Borough Council. The lease is for peppercorn rent and for a length of 125 years.

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

	2025	2024
	£	£
Amounts due within one year	53,644	41,509
Amounts due between one and five years	80,065	55,408
	<u>133,709</u>	<u>96,917</u>

20. MEMBERS' LIABILITIES

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.

21. CAPITAL COMMITMENTS

	2025	2024
	£	£
Contracted for, but not provided in the financial statements	<u>306,385</u>	<u>-</u>

Capital commitments relate to windows replacement work funded via the Condition Improvement Fund and Academy reserves due to be carried out during the Autumn term 2025.

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 August 2025

22. NOTES TO THE CASH FLOW STATEMENTS

Reconciliation of net expenditure to net cash (outflow)/inflow from operating activities

	2025	2024
	£	£
Net income / (expenditure)	104,316	449,811
Depreciation	357,037	333,619
Amortisation	1,750	1,750
Defined benefit pension scheme cost less contributions payable	(89,000)	(90,000)
Defined benefit pension scheme finance cost	(140,000)	(236,000)
Capital grants from ESFA and other sources	(108,136)	(508,929)
Interest receivable	(17,258)	(24,161)
Decrease / (Increase) in Stock	(1,243)	578
(Increase) / Decrease in debtors	(113,825)	(219,635)
Increase / (Decrease) in creditors	(480,702)	423,702
Net cash provided by in operating activities	(487,061)	130,735

Cash flows from investing activities

	2025	2024
	£	£
Interest and rents from investments	17,258	24,161
Purchase of fixed assets	(213,532)	(664,351)
Capital grants from DfE	67,385	20,816
Capital funding received from other sources	40,751	488,113
Net cash outflow from investing activities	(88,138)	(131,261)

23. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2025	2024
	£	£
Cash in hand and at bank	504,356	1,079,555
Total cash and cash equivalents	504,356	1,079,555

24. ANALYSIS OF CHANGES IN NET DEBT

	At 1 September 2024	Cash flows	At 31 August 2025
	£	£	£
Cash	1,079,555	(575,199)	504,356

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 August 2025

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 Barnett Waddingham. Both are multi-employer defined-benefit schemes.

The latest actuarial valuation of the TPS was prepared as at 31 March 2020 and of the LGPS to the period ended 31 March 2022.

Contributions amounting to £137,547 were payable to the schemes at 31 August 2025 (2024 - £119,936) and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

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

The employer's pension costs paid to TPS in the year amounted to £873,403 (2024 - £717,571).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website [Teachers' Pensions Valuation Report | 04 | 2019](#)

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 August 2025

25. PENSION COMMITMENTS *(continued)*

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

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £411,000 (2024 - £380,000), of which employer's contributions totalled £324,000 (2024 - £300,000) and employees' contributions totalled £87,000 (2024 - £80,000). The agreed contribution rates for future years are 23.60% for employers and between 5.5% and 12.5% for employees.

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

Principal Actuarial Assumptions	At 31 August 2025	At 31 August 2024
Rate of increase in salaries	3.55%	3.80%
Rate of increase for pensions in payment / inflation	2.55%	2.80%
Discount rate for scheme liabilities	6.05%	5.10%
Inflation assumption (CPI)	2.55%	2.80%
Commutation of pensions to lump sums	50%	50%

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

	At 31 August 2025	At 31 August 2024
Retiring today:		
Males	22.2	21.8
Females	23.08	23.9
Retiring in 20 years:		
Males	23.8	23.1
Females	24.8	25.3

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 August 2025

25. PENSION COMMITMENTS *(continued)*

	At 31 August 2025	At 31 August 2024
Sensitivity Analysis	£'000	£'000
Discount rate +0.1%	4,553	5,403
Discount rate -0.1%	4,731	5,636
Mortality assumption – 1 year increase	4,545	5,664
Mortality assumption – 1 year decrease	4,739	5,518
CPI rate +0.1%	4,731	5,634
CPI rate -0.1%	4,554	5,405

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

	Fair value at 31 August 2025	Fair value at 31 August 2024
	£'000	£'000
Equities	3,512	3,022
Alternative assets	354	314
Property	363	369
Cash	132	80
Other bonds	351	313
Infrastructure	401	351
Multi asset credit	388	338
Total market value of assets	5,501	4,787

The actual return on scheme assets was a positive return of £29,000 (2024 – positive return of £30,000).

Amounts recognised in the Statement of Financial Activities

	Fair value at 31 Aug 2025	Fair value at 31 Aug 2024
	£'000	£'000
Current service cost (net of employee contributions)	(89)	(90)
Net interest cost	(143)	(238)
Administration expenses	2	2
Total operating charge	(229)	(326)

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 August 2025

25. PENSION COMMITMENTS *(continued)*

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

	2025	2024
	£'000	£'000
At 1 September	5,518	4,976
Current service cost	235	210
Interest cost	281	263
Estimated benefits paid net of transfers in	(118)	(101)
Employee contributions	87	80
Experience (gain)/loss on benefit obligation	50	(27)
Actuarial loss/(gain)	(1,412)	117
At 31 August	<u>4,641</u>	<u>5,518</u>

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

	2025	2024
	£'000	£'000
At 1 September	4,787	4,009
Derecognition of surplus	(860)	-
Interest income	252	220
Return on plan assets (excluding net interest on the net defined pension liability)	172	281
Employer contributions	324	300
Employee contributions	87	80
Estimated benefits paid	(118)	(101)
Administration expenses	(3)	(2)
At 31 August	<u>4,641</u>	<u>4,787</u>

The estimated value of employer contributions for the year ended 31 August 2026 is £324,000.

THE BOURNE ACADEMY
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 August 2025

26. RELATED PARTY TRANSACTIONS

Owing to the nature of the Academy and the composition of the Board of Governors being drawn from local public and private sector organisations, transactions may take place with organisations in which the Academy has an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Handbook and with the Academy's financial regulations and normal procurement procedures. The following related party transactions took place in the period of account.

Included within the Academy's other creditors is a balance of £923 due to the Bourne Foundation (2024 – £1,010), whose results have been consolidated into the Academy's results for the year ended 31 August 2025. During the year the Academy collected and banked contributions for the Bourne Foundation totalling £1,184 (2024 - £1,036) and paid no expenses on its behalf (2024 - nil) or amounts to The Bourne Foundation (2024 – nil). The Bourne Foundation granted, and paid over, a total of £17,451 (2024 - £35,000) to the Academy during the year to support the Academy's free breakfast provision, the provision and running of the Link building sensory room, young carers activities and the purchase of a new iPad for the Performing Arts department. The Foundation obtained a net surplus for the year of £18,703 (2024 – a net loss of £7,845) and a net asset position of £23,227 at 31 August 2025 (£4,524 at 31 August 2024).

In the prior year, ended 31 August 2024, Kingren Groundworks and Global Mapping Services, companies which are owed by Darren Cheeseman an Academy Governor, donated £394 and £456 respectively to the Academy to purchase new honour boards. There have been no related party transactions with Kingren Groundworks during the year ended 31 August 2025.

27. AGENCY ARRANGEMENTS

The Academy distributes 16-19 bursary funds to students as an agent for the Department for Education. In the year ended 31 August 2025 the Academy received £12,769 (2024 - £15,395) and disbursed £15,218 (2024 - £12,151) from the fund. An amount of £2,373 (2024 - £4,822) is included in Other Creditors relating to the undistributed funds that are repayable to the Department for Education.