

Report of the Trustees and

Financial Statements

for the Year Ended 31 August 2025

for

Herefordshire Marches Federation of
Academies

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

**Herefordshire Marches Federation of
Academies**

**Contents of the Financial Statements
for the Year Ended 31 August 2025**

	Page
Reference and Administrative Details	1 to 2
Report of the Trustees	3 to 14
Governance Statement	15 to 21
Statement on Regularity, Propriety and Compliance	22
Trustees' Responsibility Statement	23
Report of the Independent Auditors	24 to 27
Independent Accountant's Report on Regularity	28 to 29
Statement of Financial Activities	30
Balance Sheet	31
Cash Flow Statement	32
Notes to the Cash Flow Statement	33
Notes to the Financial Statements	34 to 57
Detailed Statement of Financial Activities	58 to 59

Herefordshire Marches Federation of
Academies

Reference and Administrative Details
for the Year Ended 31 August 2025

MEMBERS:

S Miles (appointed 10.7.25)
J Balderson (appointed 12.12.24)
L Conod (resigned 26.8.25)
M Ashcroft (Member Trustee)
J M A Lunn (resigned 3.4.25)
S K F Elwine (Member Trustee)

TRUSTEES

S K F Elwine *
M Ashcroft (Chair) *
R Williams (Vice Chair)
A Taylor (Accounting Officer & CEO) *
S Miles (resigned 10.7.25)
J Manning *
T Everard
C Smith (appointed 24.9.24)
K Lawton (appointed 3.4.25)

* members of the finance and general purpose committee

LOCAL ADVISORY BOARD

- also Member or Trustees of the Academy

Lord Scudamore Academy
A Taylor # (Ex-officio)
T Everard # (Chair)
J M McColl
R James
P Rusher
S Morris-Davies
Z Beecham
R Williams (resigned 18.11.24)
J A Warley

Sutton Primary Academy
K Lawton # (Chair)
M Ashcroft #
L Orton (Ex-officio)
Z Beecham
V Bloore
S Lait

Kings Caple Primary Academy
S Elwine # (Chair)
A Taylor # (Ex-officio)
M Fellows
B Garrod
K Miller
F Tickridge Marshal

St Weonards
R J Williams # (Chair)
A Taylor # (Ex-officio)
A Clarke
S Talboys

Herefordshire Marches Federation of
Academies

Reference and Administrative Details
for the Year Ended 31 August 2025

J Balderson
G Miller (resigned 13.02.25)
P Keep (appointed 08.10.24)

SENIOR MANAGEMENT TEAM	A Taylor - CEO & Headteacher L Orton - Deputy CEO/Headteacher at Sutton J Brace - Director of IT J M McColl - Director of Safeguarding N J Jones - CFO/Finance Director Z Beecham - Director of SEND S Morris-Davies - Head of School at Lord Scudamore R Wargen - Deputy Head at Lord Scudamore R James - Acting Deputy Head at Lord Scudamore A Clarke - Head of School at St Weonards V Bloore - Deputy Head at Sutton
COMPANY NAME	Hereford Marches Federation of Academies
COMPANY SECRETARY	S McGowan
REGISTERED OFFICE	Lord Scudamore Academy Friars Street Hereford Herefordshire HR4 0AS
REGISTERED COMPANY NUMBER	07578861 (England and Wales)
SENIOR STATUTORY AUDITOR	Mrs L Weaver FCCA
INDEPENDENT AUDITORS	Thorne Widgery Accountancy Ltd Chartered Accountants Statutory Auditors 2 Wyevale Business Park Kings Acre Hereford Herefordshire HR4 7BS
BANKERS	Trust bank accounts held with Lloyds Bank plc, Hereford Branch (30-80-55), 8 High Town, Hereford HR1 8AE Herefordshire Marches Federation of Academies Lord Scudamore Primary Academy (School Fund) Sutton Primary Academy (School Fund) King's Caple Primary Academy (School Fund) St Weonard's Academy (School Fund)

Herefordshire Marches Federation of
Academies

Report of the Trustees
for the Year Ended 31 August 2025

The trustees present their annual report together with the financial statements and the Report of the Auditors of the charitable company for the year 1 September 2024 to 31 August 2025. The annual report serves the purposes of both a Report of the Trustees and a Report of the Directors under company law.

The annual report serves the purposes of both a trustees' report, and a directors' report and strategic report under company law.

Herefordshire Marches Federation of
Academies

Report of the Trustees
for the Year Ended 31 August 2025

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principal objective and activity of the Trust is to provide and advance, for the public benefit, free education and care for all pupils between the ages of 2 and 11, in line with our vision.

VISION: Opening minds, creating opportunities in a safe and nurturing environment where children can explore and ignite a passion for a life-long curiosity to learn about themselves and the world around them.

MISSION: The HMFA Trust places children at the centre of everything we do. Our drive and focus is on creating and ensuring that an innovative and creative education is provided for all. We aim to nurture and develop resilience in every child, empowering them to build meaningful relationships and develop the confidence to explore their own potential.

VALUES:

Integrity - the moral courage to be sincere, reliable, trustworthy, respectful and courteous at all times.

Inclusivity - having the confidence to be who you are, celebrating commonalities and differences.

Resilience - developing inner strength to face challenges and learn through failures to achieve success.

Kindness - the quality of being friendly, generous and considerate because it's the right thing to do.

Curiosity - encouraging to inquisitive thinking such as exploration, investigation and love of learning; acquiring knowledge and skill.

AIMS:

- To Provide High-Quality Education: The primary aim of the academy trust is to deliver high-quality education that ensures the academic success and personal development of all students.
- To Evaluate the curriculum: Deliver a broad, balanced, cohesive and correctly sequenced curriculum including wider learning experiences and extra-curricular activities.
- To Foster a Love for Learning: Promote a love for learning among students by providing engaging and inspiring educational experiences.
- To Achieve Academic Excellence: Strive for academic excellence, helping students achieve their full potential and excel in their studies.
- To Develop Character and Values: Develop students' character, values, and personal qualities, including resilience, empathy, and responsibility.
- To Promote Inclusivity: Create an inclusive and welcoming learning environment where all students, regardless of background or ability, can thrive.
- To Engage the Community: Foster strong relationships with parents, families, and the wider community, engaging them in the educational process.
- To Prepare for the Future: Equip students with the knowledge, skills, and values needed to succeed in an ever-changing world.
- To Promote Well-Being: Prioritize the well-being and mental health of students and staff, creating a supportive and nurturing environment.
- To Celebrate Diversity: Celebrate and embrace the diversity of the school community and promote an inclusive and multicultural environment.
- To Review Organisational Structure: Continually develop the Trust's capacity to identify and make required changes in accordance with the highest standards of integrity, probity and openness.

OBJECTIVES:

- Academic Achievement: Improve academic outcomes for all students, with specific targets for achievement and progress in core subjects.
- Inclusive Education: Ensure that students with special educational needs and disabilities receive the support they require to thrive.
- Effective Teaching and Learning: Promote effective teaching and learning strategies that engage students and lead to improved results.
- Professional Development: Provide ongoing professional development opportunities for staff to enhance their teaching skills and stay current with educational best practices.
- Parental Engagement: Foster meaningful relationships between parents and the school, with regular communication and involvement in school life.

Herefordshire Marches Federation of Academies

Report of the Trustees
for the Year Ended 31 August 2025

- Community Partnerships: Collaborate with community organizations and partners to expand learning opportunities and support the wider community.
- Student Well-Being: Implement programs and strategies to enhance student well-being, mental health, and personal development.
- Safeguarding: Prioritize the safeguarding of all students, ensuring their safety and welfare.
- Data-Driven Improvement: Use data and assessments to continuously monitor and improve educational outcomes.
- Financial Stewardship: Manage resources responsibly to ensure the trust's long-term sustainability and effective allocation of funds
- Character Education: Develop character education programs and initiatives that promote values and personal development.
- Technological Integration: Embrace and integrate technology into the curriculum to enhance teaching and learning.
- Futures Thinking: Consideration of opportunities for the growth of the MAT to further enhance our federation.

Key priorities are contained in each school's own Development Plans which are adapted from the HMFA Strategic Plan.

Public benefit

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties.

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

	<u>Kings Caple</u>	<u>Lord Scudamore</u>	<u>Sutton</u>
Pupil Achievement	Good	Good	Outstanding
Quality of Teaching	Good	Good	Outstanding
Behaviour and Safety	Outstanding	Good	Outstanding
Leadership and Management	Good	Good	Outstanding

	<u>St Weonards</u>
Pupil Achievement	Outstanding
Quality of Teaching	Outstanding
Behaviour and Safety	Outstanding
Leadership and Management	Outstanding

Fundraising activities

During the year, the Trust continued to promote charitable giving and community participation through a wide range of fundraising activities supporting national, local, and school-based causes.

In September 2024, the Trust introduced a Fundraising Manager role with the aim of increasing income generation and strengthening community engagement. While the role successfully enhanced links with local partners and raised the Trust's profile, it did not produce sufficient additional income to justify continuation beyond the pilot period.

The Trust remains committed to exploring sustainable and innovative ways to generate additional income and enhance community engagement across all academies, ensuring that future approaches are both cost-effective and aligned with the Trust's strategic priorities.

Herefordshire Marches Federation of
Academies

Report of the Trustees
for the Year Ended 31 August 2025

ACHIEVEMENTS AND PERFORMANCE

Key performance indicators

These KPIs help in evaluating the effectiveness of the Trusts programs, teaching, and overall operation.

Academic Achievement:

Student Attainment: Measure the percentage of students achieving expected standards or above in Reading, Writing, Maths and Science in line with or above national average statistics.

Student Progress: Termly measure of the progress students make, assessing whether they are making expected levels of progress or better.

Teaching and Learning:

Teacher Retention: Monitor the retention rate of teachers to assess staff satisfaction and school stability.

Teacher Professional Development: Measure the participation of teachers in professional development and continuing education programs.

Classroom Observations: Conduct regular classroom observations to assess teaching quality and adherence to best practices.

Student Well-Being and Inclusion:

Attendance Rate: Track the overall attendance rate to ensure that students are regularly attending school.

Behaviour Incidents: Monitor the number of behaviour incidents or disciplinary actions to gauge the effectiveness of behaviour engagement and pastoral care.

Special Educational and Disability Needs (SEND) Support: Assess the quality and effectiveness of support provided to students with special educational needs.

Mental Health Support: Assess the availability and utilization of mental health and well-being support services for students.

Financial Stewardship:

Budget Performance: Assess the school's financial health by monitoring budget compliance, expenditures, and fiscal responsibility.

Facilities and Resources:

School Environment: Evaluate the safety and quality of the school's physical environment, including infrastructure and resources.

Technology Integration:

Technology Utilization: Measure the integration of technology in teaching and learning, including access to devices and digital resources.

Herefordshire Marches Federation of Academies

Report of the Trustees for the Year Ended 31 August 2025

FINANCIAL REVIEW

Financial position

Majority of the Academy's income is obtained from the DfE in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2024 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the DfE and these are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Academy's accounting policies.

At 31 August 2024 the net book value of fixed assets was £3,768,859 (2024: £3,814,635) and movements in tangible fixed assets are shown in the notes to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

During the year ended 31 August 2025, total expenditure of £4,130,833 (2024: £3,728,932) was covered by recurrent grant funding from the DfE. The excess of income over expenditure for the year (excluding restricted fixed asset and pension funds) was £30,526 (2024: £102,016)

The land and buildings for Lord Scudamore School were transferred to the Academy upon conversion in June 2011. Land and buildings for Sutton & Kings Caple and St Weonards Schools were transferred on a 125yr lease.

DfE land and building valuations have been provided as at 31.08.24 for Kings Caple at £630,000

DfE land and building valuations have been provided as at 31.08.21 for Lord Scudamore at £3,715,000 and Sutton at £2,220,000

DfE land and building valuations have been provided as at 31.08.20 for St Weonards at £445,000

The Academy took on the deficit in the Local Government Pension Scheme in respect of its non-teaching staff transferred on conversion. This deficit is now a surplus of £1,722,000 but this surplus is not included within the accounts, acknowledging that the trust would not be entitled to a refund of this amounts. Details included in the notes to the financial statements.

Key financial policies are in place which reflect the requirements of the Academy Trust Handbook, these include HMFA Financial Regulations and HMFA Financial Delegation Scheme which lay out the framework for financial management, including financial responsibilities of the Board, CEO, Accounting Officer, Finance staff and budget holders, as well as delegated authority for spending.

Investment policy and objectives

The Trust has an Investment Policy in place which is reviewed by Trustees annually.

Due to the nature of funding, the Academy may at times hold cash balances surplus to its short-term requirements.

Trustees have authorised the transfer of funds surplus to immediate cash requirements to low risk deposit accounts (regulated by Financial Conduct Authority), normally for a fixed term that does not exceed one year, unless there is a clear rationale for longer-term investment that would benefit the Trust. No other form of investment is authorised.

Herefordshire Marches Federation of
Academies

Report of the Trustees
for the Year Ended 31 August 2025

FINANCIAL REVIEW

Reserves policy

The Trustees review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees take into consideration the future plans of the Academy, the uncertainty over future income streams and other key risks identified during the risk review. The Academy's current level of reserves (total funds less the amount held in fixed assets and restricted funds) is £1,102,098 (2024: £1,100,229), all of which is free reserves. The level of general restricted reserves is £44,575 (2024: £15,918).

In light of the current financial challenges that many schools are facing, the Board of Trustees has agreed the main purpose for holding reserves is to support future changes/uncertainties, including in-year budget deficits, to provide some financial security in the years ahead. Plans approved by the Board also include ICT infrastructure upgrade to cloud technologies and hardware replacement. During the Trustees annual review, it was agreed that a reasonable minimum level of reserves equates to 1 month's average total outgoings, including wages, in the event of GAG monthly payment delay (£450,000).

Going concern

The Board of Trustees takes ownership of the trust's financial sustainability. Trustees consider whether to continue to adopt the going concern basis of accounting through its annual 'Going Concern' assessment which took place in Dec 2024.

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

The factors which support this conclusion are as follows:

- Trustees are provided with the most up to date financial information possible such as Management Accounts, cash flow statement and balance sheet and are able to understand the information through appropriate challenge and detailed notes to budget variances provided by the CFO.
- Trustees review current & forecast pupil numbers termly to interrogate whether there are differences between actual numbers on roll and current funding levels, as well as considering whether long term plans are based on realistic pupil number forecasts. Monitoring of pupil numbers and related funding assist trustees with assessing whether staffing levels are proportionate to the cohort size and needs and are affordable.
- Trustees are provided with long-term financial forecasts, based on HMFA development plan, best known funding criteria, predicted pupil no's and staffing profile. This is used to assess financial sustainability.
- Trustees review on a termly basis current & predicted MAT reserve levels which show healthy surplus balances and allow for future development within the trust and is available to support financial uncertainties and periods of financial difficulty if necessary.
- The Trust employs experienced and skilled Senior Leadership staff. External & internal audits confirm that appropriate processes and regulations are being followed which minimise financial risk.
- Trustees acknowledge that early intervention relating to financial concern is vital and are prepared to make difficult decisions in order to improve long-term financial outcomes.
- The Trust has accumulated healthy surplus reserves which provides financial security in the short term to absorb unforeseen costs and future uncertainties.

Herefordshire Marches Federation of
Academies

Report of the Trustees
for the Year Ended 31 August 2025

FUTURE DEVELOPMENTS

The future developments of a primary trust are contingent on its goals, priorities, and the evolving needs of the schools and communities it serves. Our areas for future development:

1. Expansion of Trust Network:

Growing the trust by adding more primary schools to provide educational support and resources to a broader community.

2. Curriculum Enhancement:

Continuously developing and improving the curriculum to meet changing educational standards and the diverse needs of students.

Remain focused on the early intervention of Speech and Language programmes.

3. Safeguarding Culture:

Continue to promote the highly effective safeguarding culture ensuring the safety and well-being of all children.

4. Digital Transformation:

Embracing effective use of technology and expanding digital learning resources and infrastructure to enhance teaching and learning.

5. Professional Development:

Providing ongoing professional development opportunities for teachers and staff to stay current with best practices and educational advancements.

6. Inclusive Education:

Further promoting inclusive practices and supporting students with diverse learning needs to ensure that all students have access to a quality education.

Continue to develop the Mainstream Autism Base at St Weonards in partnership with the local authority to serve the whole county.

7. Community Engagement:

Strengthening relationships with parents, families, and local communities by offering community programs and resources.

8. Sustainability and Environment:

Implementing sustainability initiatives to reduce the environmental impact of trust operations and educate students about environmental responsibility.

9. Partnerships and Collaborations:

Forming partnerships with local organizations, businesses, and other educational institutions to enhance educational opportunities and community connections.

10. Well-being and Mental Health:

Expanding well-being and mental health support services for students and staff to address the social and emotional needs of the school community.

Aiming for at least 97% attendance rate from children.

11. Governance and Leadership Development:

Providing leadership development opportunities for school leaders and governing body members to ensure effective decision-making and governance.

12. External Funding and Grants:

Pursuing external funding sources, grants, and partnerships to supplement trust resources and support specific initiatives.

Herefordshire Marches Federation of Academies

Report of the Trustees
for the Year Ended 31 August 2025

13. Quality Assurance and Evaluation:

Establishing robust mechanisms for monitoring and evaluating trust performance, including regular assessments and reviews.

14. Student Voice and Leadership:

Encouraging student participation and leadership opportunities within schools and the trust through pupil conferencing and Pupil Council meetings.

15. Estates Management

Continue to ensure the trust's estate is safe, well maintained and complies with relevant regulations.

A pro-active approach ensures our teaching & learning spaces provide a safe & healthy environment for staff and pupils.

Understanding the causes and effects of estate impairment allows for better strategic planning.

In 2025 Lord Scudamore & Sutton schools benefited from new physiotherapy rooms added to the existing buildings. The cost of building work is to be funded in full by Herefordshire Council Local Authority.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy Trust was incorporated on 25th March 2011 and opened as an Academy on 1st June 2011 is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust.

The company officers act as the Trustees for the charitable activities of Herefordshire Marches Federation of Academies. The Charitable Company is known as HMFA.

HMFA is a charitable company and is responsible for the strategic direction of the Academies within the HMFA MAT. It has 2 layers of governance: Members of the Trust and the Board of Trustees.

Details of the Trustees who served throughout the period, except as noted, are included in the Reference and Administration Details on page 1.

Members' liability

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

Trustees' Indemnities

HMFA have opted to be a member of the DfE Risk Protection Arrangement (RPA), where indemnity for Trustees is included. Membership costs are paid by the Academy. RPA Governors Liability covers claims for any actual or alleged breach of duty, breach of trust, neglect, error, misstatement, omission, breach of warranty of authority, libel and slander or any other act committed by any Indemnified Person solely in the course of the Business. The limit of liability is £10,000,000 on any one loss and any one membership year.

Principal activities

The principal activity is to advance for the public benefit by maintaining, managing and developing primary schools and their associated nursery schools offering a broad and balanced curriculum for the development of the complete child.

Herefordshire Marches Federation of Academies

Report of the Trustees
for the Year Ended 31 August 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The Academy's Governing Body (Board of Trustees) comprises the CEO, 2 Independent Members, 2 Member Trustees and 6 Trustees (including the CEO).

When appointing new Trustees, consideration is given to the skills and experience mix of existing Trustees in order to ensure that the Board has the necessary skills set to contribute fully to the Academy's development. The Board comprises of Trustees primarily elected by the Members.

Organisational structure

The Board of Trustees meets once each term as do the Finance, Audit & Risk Committee.

The Board establishes an overall framework for the governance of the Academy Trust and determines membership, terms of reference and procedures of Committees and other groups. It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale.

The HMFA Scheme of Delegation has been developed to clarify the responsibilities and powers of Members, Trustees, CEO, Chair of Trustees and Local Committee's in respect of key aspects of the management of the Trust and its Academies, and to ensure compliance with legal requirements.

The Members and Board of Trustees have devolved responsibility for day to day management of the Academy to the CEO and Senior Leadership Team (SLT). The SLT comprises of the CEO, Deputy CEO, Heads of School, Chief Financial Officer, Director of Safeguarding, Director of SEND, and Director of IT and DPO. The SLT implement the policies laid down by the Board of Trustees and report back to them on performance. The aim of the leadership structure is to devolve responsibility and encourage involvement in decision making at all levels.

CEO; Alison Taylor is the Accounting Officer.

The Academy Trust comprises four primary schools - Lord Scudamore, Sutton, Kings Caple and St Weonards. Each school has its own Local Committee who accepts reports relating to their school, staff and pupils. Please refer to the MAT Scheme of Delegation for detail of key areas of responsibility.

The Trust has a subsidiary company; HMFA Enterprises Ltd (dormant as at 31.08.24)

From 01.07.24 extended day services transferred and operate through the Trust and not via its subsidiary company. As all other trading activities ceased, HMFA Enterprises Ltd was made dormant on 31.08.24.

The Academy Trust has associated links with 4 other primary schools: Llangrove CE Academy, Marden Primary Academy, Pencombe C of E Primary School and Clehonger C of E Primary School.

Through the HMFA collaboration agreement all schools benefit from the use of shared expertise, staffing, resources and group purchasing discounts.

Induction and training of new trustees and existing Trustees & LAB members

The training and induction provided for new governance roles will depend upon their existing experience but would always include an invitation to tour the schools and a chance to meet staff and pupils. All Trustees & LAB members are encouraged to access the induction pack which is available on Governor Hub for reference when required. Governor Quality Assurance days are held for Trustees and Local Advisory Body members where they visit the schools and involves work scrutiny, talking to pupils, learning walks and observations.

Our annual review of Governance provides an opportunity for Trustees to highlight any training requirements they feel would be of benefit to them. Trustees and Local Advisory Body members are encouraged to enrol on relevant courses to support their role, these are via The Key and National College as well as receiving Safeguarding training from HMFA.

Herefordshire Marches Federation of
Academies

Report of the Trustees
for the Year Ended 31 August 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Key management remuneration

1. Performance pay review is completed by the HMFA pay review committee, comprising 3 elected Trustees.
2. Performance Management in each school takes place on an annual cycle of review. It is undertaken by the senior leaders, Deputy Head teachers and Head teacher.
3. Targets are related to current school key areas as well as individual targets and are linked to the new teacher standards.
4. Staff underperforming are given clear agreed targets with appropriate timescale for review, and a mentor from the leadership team.

Trade union facility time

HMFA has an SLA in place to cover trade union services.

Related parties

Related Party relationships are recorded on a Declarations of Interest Register and any additional declarations noted at the start of each Board of Trustees Meeting.

The following companies have been identified as having a Related Party relationship with HMFA Academy Trust; Llangrove CE Academy, Marden Primary Academy, Clehonger CofE Primary School, Pencombe C of E Primary School and HMFA Enterprises Ltd.

HMFA CEO; Alison Taylor was Executive Headteacher at Clehonger CofE Primary School via a Service Level Agreement during AY 24.25, this position ceased on 31.08.25

HMFA Deputy CEO; Liz Orton is Executive Headteacher at Marden Primary Academy & Pencombe CofE Primary School via a Service Level Agreement.

Related Party transactions are disclosed to DfE Sign-In portal and requests for approval are submitted. The Academy Handbook regulations do not currently apply to income transactions. In 24/25 the Trust had no related party transactions requiring notification to DfE.

Related Party Agreements are reviewed and approved by Trustees annually prior to commencement of the service/contract.

FINANCIAL AND RISK MANAGEMENT OBJECTIVES AND POLICIES

The Trust assesses the major risks to which the Academy is exposed, in particular those relating to its finances, teaching, estates, facilities and other operational areas through the Risk Register (a working document). The Trust has implemented a number of systems to assess and minimise those risks, through policy reviews and internal controls. Where significant financial risk still remains, there is adequate insurance cover in place.

National pay awards for teachers and support staff are putting significant pressure on already restricted budgets. It is important to note that despite increased employment and premises costs the DfE funding that schools receive is not increasing relatively in real terms. Emerging new costs such as Cyber Security, GDPR, Ill Health Liability and independent scrutiny services add further strain to tight budgets.

The Trustees examine the financial health formally every term, reviewing performance against budgets and overall expenditure by means of regular update reports at all Board meetings and Finance, Audit & Risk Committee meetings.

At the year end, the Academy had no significant liabilities arising from trade creditors or debtors where there would be a significant effect on liquidity.

Herefordshire Marches Federation of Academies

Report of the Trustees
for the Year Ended 31 August 2025

PRINCIPAL RISKS AND UNCERTAINTIES

The principal risks and uncertainties facing the Academy are as follows:

Financial - the Academy has considerable reliance on continued Government funding through the DfE. In the last year 91% of the Academy's incoming resources was ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

Financial - HMFA Board of Trustees recognises the uncertainty of future Local Government Pension Scheme valuations. In the past this has resulted in a significant liability to the Trust and sizeable additional deficit contributions were paid. The Trust has received a copy of the draft valuation report carried out in March 2025 which shows a reduction in the primary contribution rate effective from April 2026 and deficit payments are no longer required to be made. The Board has relevant skill set to inform Trustees of policy and impact of the LGPS.

Failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Academy's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks.

Reputational - the continuing success of the Academy is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk, Trustees ensure that pupil's success and achievement are closely monitored and reviewed.

Opportunities - the Trustees ensure wider learning opportunities and experiences are available to all children whilst being fully aware that smaller schools with less staff face more restrictions and limitations.

Safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline. Relevant staff receive safer recruitment training and all staff receive relevant safeguarding training, including Prevent, and are issued with relevant documents.

Staffing - the success of the Academy is reliant on the quality of its staff and so the Trustees monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

Staffing policy - The MAT follows the STPCD and local policy guidelines. Any significant government legislative changes to teachers pay and conditions will therefore have an impact.

Fraud and mismanagement of funds - HMFA opt for a bought-in internal audit service to provide independent assurance to the board that its financial and non-financial controls and risk management procedures are operating effectively, as required by the Academy Trust Handbook. The function of the audit & risk committee is combined with the finance committee who direct the trust's programme of internal scrutiny, ensure risks are being addressed appropriately and report to the Board of Trustees.

Estates - Risk is minimised by the Trust's formal and documented governance arrangements which set out accountability and responsibility for estates management to ensure the trust's estate is safe, well maintained and complies with relevant regulations.

HMFA utilises tools such as GEMS self-assessment checklist and gov.uk Good estate management for schools to ensure regular & appropriate oversight of the Trust's estate. Clear accountability for the roles of Exec Leaders, Site Managers, Local Committee members and the Board of Trustees ensure that strategic and operational functions are well managed. Communication is shared at all levels which is facilitated by a scheduled annual timetable of group strategy/asset management plan reviews conducted by the roles referred to above.

Early identification & schedules of maintenance works is vital to ensuring buildings are safe and to avoid any costly unexpected emergency works.

Herefordshire Marches Federation of
Academies

Report of the Trustees
for the Year Ended 31 August 2025

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) of which the charitable company's auditors are unaware, and each trustee has taken all the steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

AUDITORS

The auditors, Thorne Widgery Accountants, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

Trustees Report, incorporating a strategic report, was approved by order of the members of the Board of Trustees on
.....11/12/25..... and signed on the boards behalf by:


M. Ashcroft

M Ashcroft - Trustee

**Herefordshire Marches Federation of
Academies**

**Governance Statement
for the Year Ended 31 August 2025**

SCOPE OF RESPONSIBILITY

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

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

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

**Herefordshire Marches Federation of
Academies**

Governance Statement
for the Year Ended 31 August 2025

GOVERNANCE

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Trustees' consider that the Board and its Committees combined, meet adequately and regularly over the course of the year in order to discharge their responsibilities and have robust and effective management arrangements.

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

Trustee		Meetings Attended	Out of a possible
A Taylor	(CEO/Accounting Officer)	3	3
S Elwine		2	3
K Lawton	(appointed 03.04.2025)	2	2
M Ashcroft		3	3
S Miles	(resigned as trustee, appointed as member 10.07.2025)	2	3
R Williams		1	3
J Manning		3	3
T Everard		2	3
C Smith		1	3

In addition to this, the Local Committee of the individual schools meet termly.

Managing Conflicts of Interest

The Trust follows appropriate action to ensure there is independent accountability and transparency in decision making. Declarations of Interest are shared with other Trustees via GovernorHub portal and the Register circulated and published on the organisation's websites. Those with connections relating to a particular agenda item absent themselves from that part of the meeting and this is minuted as such. The Trust specifies how transactions with its subsidiary company should be managed in the HMFA Financial Regulations Manual which is reviewed and approved by the Board of Trustees.

Review of Governance 2024-25

The Trust currently has 4 Members, of which 2 are independent of the Board, there is a vacancy for a further Independent Member to fulfil the ATH point that the majority of members should not also be trustees.

The Lead Governance Professional works with the Trust to review best practice with regards to evaluating Governance effectiveness and identifying areas for improvement.

During Spring 2025 Trustees completed a Board Effectiveness review, using the GovernorHub tool, replacing the previous Skills Audit and Self Evaluation forms. Results were shared with Trustees and highlighted areas where training would be of benefit and appropriate courses were identified and shared. The exercise evidenced that the breadth of experience and skill sets across the Board is expansive. Both of which are considered while recruiting and appointing new trustees.

A 360 review of the Chair of Trustees was conducted also during Spring 2025.

Trustees were asked a series of questions relating to the strength of the Chair in relation to their role. Summary of responses were presented to the Board for discussion, of which encompassed areas such as meeting management, trustee engagement strategic focus & understanding of context.

Based on the responses, focus will be made on recognition of trustee skills and experience for delegation of responsibilities.

Changes to the induction process for new Trustees were determined.

External Review of Governance - the DfE 'strong preference' is that an external review of governance (ERG) is carried out routinely (every 3 years) as part of a wider program of self-assessment and improvement. This took place in March 2024 and it was recommended that a detailed review of the Scheme of Delegation was undertaken and this was completed in Summer 2025 and approved by Trustees. The ERG recommended the introduction of a Standards Committee, this is planned for the future and a review of the governance structure may be required prior to its implementation.

Herefordshire Marches Federation of Academies

Governance Statement
for the Year Ended 31 August 2025

Committees

The **Finance, Audit & Risk (FAR) Committee** are a sub-committee of the main board of trustees. They meet once a term and are responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with regulatory requirements and reporting, and examining the annual budget.

It is the committee's preference to hold these meetings via Teams so that the detailed reports uploaded to Governor Hub portal can be shared on screen without the need to print or bring along personal devices and connect to school's networks. Also, as the meetings take place during the day some members would find it difficult to attend in person due to work commitments.

Attendance at FAR committee meetings in the year was as follows:

Trustee		MeetingsAttended	Out of a possible
S Elwine		3	3
M Ashcroft		3	3
A Taylor	(Ex-officio)	3	3
S Miles	(resigned 10.07.25)	1	3
J Manning		2	3

During the year the FAR committee reviewed; the programme and outcomes of Internal Scrutiny, Photocopier, Energy contracts and IT Support SLA tender, MAT central costs % split, Risk Register, Investments, Contract Register, Competent Person Indemnity Insurance, Self-generated income streams, Related Party SLA's, Benchmarking, KPI's and HMFA Financial Regs. In addition to reviewing the draft annual accounts, proposed budget plans, pupil number forecasts, long-term finance projections and MAT reserve balances.

Pay Review Committee are a sub-committee of the main board of trustees who meet at least annually to perform staff salary review, agree salary scales, awards & honorarium payments, (with the exception of CEO, Deputy CEO & Senior Leadership Team, this is a responsibility of the Board of Trustees) and review HMFA Pay Policy

Attendance at meetings in the year was as follows:

Trustee		MeetingsAttended	Out of a possible
S Elwine		1	1
M Ashcroft		1	1
A Taylor (ex-officio)		1	1
T Everard		1	1

Herefordshire Marches Federation of Academies

Governance Statement
for the Year Ended 31 August 2025

REVIEW OF VALUE FOR MONEY

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

The accounting officer considers how the charity's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data or by using a framework where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year by:

Energy Review

HMFA central finance dept conducted a review of it's energy consumption & pricing during the Autumn term with the help of National Utility Hub. From April 2025 new favourable electricity rates were secured with the current provider West Mercia Energy and HMFA switched to British Gas on a new 3yr contract. Estimated savings were in the region of £6,000/annum

Multi-Functional Device Contracts

Contract end dates had been aligned so that HMFA were in a stronger position to negotiate for the 4 schools as one Trust contract. During Autumn 24 a restricted tender process was undertaken, thereby giving local suppliers an opportunity to quote. For various reasons such as response times and environmental impact, it was important to the Trust to consider local companies.

A 4 year contract was awarded to a proven provider at a cost not exceeding the existing rates. Price per copy and lease charges were fixed through the term of the contract which has enabled overall savings.

DfE Risk Protection Arrangement

The Trust chooses to remain in the scheme as this is the most cost effective alternative to procuring commercial insurance. Savings are estimated to be in the region of £5000/yr.

Staff Absence Insurance

Following on from previous in-depth review of market leader providers and identifying only key staff to be covered on the policy, HMFA continues to save approx. £7,000/yr on its annual premium.

Investments

During 24/25 the CFO identified that cash balances in the current account could be maximised further by utilising an auto-sweep function which transfers surplus balances over £20k to a higher interest bank account and returns the funds to the current account as & when required for expenditure commitments. This was implemented in January 2025 and generated £3,872 income over 8 months.

HMFA continue to take advantage of Lloyds Bank deposit products and have moved to preferential interest rates on 95 Day Notice Deposit Accounts. Bank interest received during the year amounted to £28,837 income shared across the schools in the Trust.

Estates Management

Estates works completed during 24/25 included; new Nursery classroom alterations, restorative work on rear canopy, roof domes and several skylights replaced, blown double-glazing units replaced, drain repairs, manhole covers and playground tarmac repairs, replacement carpets/flooring, installation of Boiler control panel, upgrade light fittings to LED, re-decoration. Majority of these works were identified on asset management plans and pro-active measures reduce the risk of more serious costly issues developing and ensure our teaching & learning spaces provide a safe & healthy environment for staff and pupils. Funding streams used for estates expenditure included; GAG, LA Capital grant and Devolved Formula Capital.

Staffing Review

HMFA undertake an annual review of Educational Support Staff hours taking into consideration flexibility within existing staff contracts, terms of employment and pupil's needs in order to ascertain whether current staffing levels are suitable and affordable. HMFA recognise that staffing costs contribute to over 80% of total expenditure so this is monitored and benchmarking exercises completed on a variety of staffing groups to ensure within appropriate levels. HMFA continue to cover staff absence where possible from within existing contracted hours which has led to significant savings.

Herefordshire Marches Federation of Academies

**Governance Statement
for the Year Ended 31 August 2025**

Benchmarking

HMFA regularly undertake various benchmarking exercises using DfE toolkits such as Gov.uk Financial Benchmarking and Insights Tool in order to evaluate the financial efficiency of the trust, its use of funding, pupil's attainment and the money used to achieve it. Trustees receive the Kreston Academies Benchmark report which provides useful data more comparable to HMFA organisation.

Bulk Discount Purchasing

For consecutive years we secured discounts with our high value suppliers; HR/Payroll/IT Support SLA's, Stationary providers & IT software & licensing - we estimate this saves in excess of £10,000 year on year.

Procurement

Good Practice on-going scrutiny of quotes and pricing by the Finance department, ensuring best value is obtained at all times by sourcing and suggesting alternative suppliers and alternative products where necessary, securing discounts and group purchasing reductions. Utilising consortiums where possible to secure best price.

HMFA Trust regularly consider/review opportunities to self-generate income.

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 charitable company 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 Herefordshire Marches Federation of Academies for the period 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The board of trustees has reviewed the key risks to which the charitable company is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the charitable company's significant risks that has been in place for the period 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

Herefordshire Marches Federation of
Academies

Governance Statement
for the Year Ended 31 August 2025

THE RISK AND CONTROL FRAMEWORK

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- regular reviews by the Finance, Audit & Risk Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines.
- delegation of authority and segregation of duties;
- identification and management risks.

The Board of Trustees complies with Academy Trust Handbook requirements for Internal Audit and sourced a bought-in internal audit service, Academy Audit, to review financial & non-financial controls and risk management procedures.

The internal auditor's role includes giving advise on financial and other matters and performing a range of checks on the academy trust's financial statement and other systems. In particular, the checks carried out in the current period:

- Financial; management accounts, payroll incl segregation of duties, bank payments, non-grant funding income, VAT and procurement including; purchase orders, value for money, quotes, related party and authorisations.
- Non-financial; Health & Safety including polices, fire safety, legionella, statutory maintenance & testing certificates.

On a regular basis, the auditor reports to the board of trustees, through the FAR committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities. On an annual basis the auditor prepares a summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusion to help the committee consider actions and assess year on year progress.

REVIEW OF EFFECTIVENESS

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

- the work of the Internal Audit Scrutiny, carried out by Academy Audit;;
- the school resource management self-assessment tool
- the work of the Senior Leaders within the academy trust who have responsibility for the development and maintenance of the internal control framework
- the work of the external auditor
- correspondence from DfE e.g. financial notice to improve/notice to improve (FNTI/NtI) and 'minded to' letters.

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

Herefordshire Marches Federation of
Academies

Governance Statement
for the Year Ended 31 August 2025

CONCLUSION

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

Approved by order of the members of the board of trustees on11/12/25..... and signed on its behalf by:


.....
M Ashcroft - Trustee


.....
A Taylor - Accounting Officer

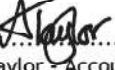
Herefordshire Marches Federation of
Academies

Statement on Regularity, Propriety and Compliance
for the Year Ended 31 August 2025

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

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

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


.....
A Taylor - Accounting Officer

Date: 11/12/25.....

Herefordshire Marches Federation of Academies

Trustees' Responsibility Statement for the Year Ended 31 August 2025

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

In preparing these financial statements, the trustees are required to state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.

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

Approved by order of the members of the board of trustees on11.02.25..... and signed on its behalf by:


.....
M Ashcroft - Trustee

Report of the Independent Auditors to the Members of
Herefordshire Marches Federation of
Academies

Opinion

We have audited the financial statements of Herefordshire Marches Federation of Academies (the 'charitable company') for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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) and the Accounts Direction 2024 to 2025 issued by the Department for Education (DfE).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Report of the Independent Auditors to the Members of
Herefordshire Marches Federation of
Academies

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

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

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

Report of the Independent Auditors to the Members of
Herefordshire Marches Federation of
Academies

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

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

We obtained an understanding of the legal and regulatory framework applicable to both the Academy itself and the sector in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the trustees and other management. The most significant were identified as the Department for Education, the Academies Financial Handbook 2024, the Academies Accounts Direction 2024, Companies Act legislation and Charities Act and FRS102 SORP legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- Making enquiries of management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- Obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- Assessing the design effectiveness of the controls in place to prevent and detect fraud;
- Assessing the risk of management override including identifying and testing journal entries;
- Challenging the assumptions and judgements made by management in its significant accounting estimates.

Whilst our audit did not identify any significant matters relating to the detection of irregularities including fraud, and despite the audit being planned and conducted in accordance with ISAs (UK), there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity would likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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 Report of the Independent Auditors.

Report of the Independent Auditors to the Members of
Herefordshire Marches Federation of
Academies

Use of our report

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

lu Weaver

Mrs L Weaver FCCA (Senior Statutory Auditor)
for and on behalf of Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Date:16/12/25.....

Note:

The maintenance and integrity of the Herefordshire Marches Federation of Academies website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

Independent Reporting Accountant's Assurance Report on Regularity to
Herefordshire Marches Federation of
Academies
and the Secretary of State for Education

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

This report is made solely to Herefordshire Marches Federation of Academies 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 Herefordshire Marches Federation of Academies 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 Herefordshire Marches Federation of Academies and the Secretary of State for Education, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of the accounting officer of Herefordshire Marches Federation of Academies and the reporting accountant

The accounting officer is responsible, under the requirements of Herefordshire Marches Federation of Academies's funding agreement with the Secretary of State for Education and the Academy Trust Handbook for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by DfE, which requires a limited assurance engagement as set out in our engagement letter.

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

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

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

The work undertaken to draw our conclusions includes:

- detailed testing of a sample of items of income and expenditure to ensure appropriately applied for the purposes intended
- specific testing, on a sample basis, of system controls relevant to the above
- a general review of correspondence with the appropriate authorities regarding Academy governance matters during the year
- a general review and discussion of the Academy's internal procedures for establishing and maintaining systems of control and documentation regarding these matters

This work was integrated with our audit on the financial statements to the extent evidence from the conduct of that audit supports the regularity conclusion.

Independent Reporting Accountant's Assurance Report on Regularity to
Herefordshire Marches Federation of
Academies
and the Secretary of State for Education

Conclusion

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

Thorne Widgery

Thorne Widgery Accountancy Ltd
Chartered Accountants
Reporting Accountant
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Date: 16/12/25

**Herefordshire Marches Federation of
Academies**

**Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 August 2025**

	Notes	General Fund £	Restricted Fixed Assets Fund £	Restricted General Fund £	31.8.25	31.8.24
INCOME AND ENDOWMENTS FROM						
Donations and capital grants	2	28,466	78,568	2,948	109,982	90,843
Charitable activities						
Funding for the academy's educational operations	3	80,422	-	5,314,183	5,394,605	5,064,915
Other trading activities	4	399,510	-	10,227	409,737	280,362
Investment income	5	28,837	-	-	28,837	25,185
Total		<u>537,235</u>	<u>78,568</u>	<u>5,327,358</u>	<u>5,943,161</u>	<u>5,461,305</u>
EXPENDITURE ON						
Charitable activities						
Academy's educational operations	7	222,008	120,872	5,543,059	5,885,939	5,438,658
Total		<u>222,008</u>	<u>120,872</u>	<u>5,543,059</u>	<u>5,885,939</u>	<u>5,438,658</u>
NET INCOME/(EXPENDITURE)						
Transfers between funds	19	315,227	(42,304)	(215,701)	57,222	22,647
Other recognised gains/(losses)		(313,358)	-	313,358	-	-
Actuarial gains/(losses) on defined benefit schemes		-	-	(69,000)	(69,000)	(58,000)
Net movement in funds		<u>1,869</u>	<u>(42,304)</u>	<u>28,657</u>	<u>(11,778)</u>	<u>(35,353)</u>
RECONCILIATION OF FUNDS						
Total funds brought forward		1,100,229	3,814,634	15,918	4,930,781	4,966,134
TOTAL FUNDS CARRIED FORWARD		<u>1,102,098</u>	<u>3,772,330</u>	<u>44,575</u>	<u>4,919,003</u>	<u>4,930,781</u>

The notes form part of these financial statements

Herefordshire Marches Federation of
Academies (Registered number: 07578861)

Balance Sheet
31 August 2025

	Notes	31.8.25	31.8.24
		£	£
FIXED ASSETS			
Tangible assets	13	3,768,859	3,814,635
Investments	14	1	1
		3,768,860	3,814,636
CURRENT ASSETS			
Debtors	15	279,515	148,985
Cash at bank and in hand		1,305,565	1,344,104
		1,585,080	1,493,089
CREDITORS			
Amounts falling due within one year	16	(434,937)	(376,944)
NET CURRENT ASSETS		1,150,143	1,116,145
TOTAL ASSETS LESS CURRENT LIABILITIES		4,919,003	4,930,781
NET ASSETS		4,919,003	4,930,781
FUNDS	19		
Restricted funds:			
General Annual Grant		82,637	31,717
Other restricted		(38,060)	(15,799)
DfE capital grants		38,758	57,134
Fixed Assets on Conversion		3,584,249	3,653,122
Fixed Assets funded by GAG/other sources		94,174	100,047
Fixed Assets funded by local authority		55,149	4,331
		3,816,907	3,830,552
Unrestricted funds:			
General fund		1,102,096	1,100,229
TOTAL FUNDS		4,919,003	4,930,781

The financial statements were approved by the Board of Trustees and authorised for issue on
.....11/12/25..... and were signed on its behalf by:


M Ashcroft - Trustee

The notes form part of these financial statements

**Herefordshire Marches Federation of
Academies**

**Cash Flow Statement
for the Year Ended 31 August 2025**

	Notes	31.8.25 £	31.8.24 £
Cash flows from operating activities			
Cash generated from operations	1	(92,874)	103,878
Net cash (used in)/provided by operating activities		(92,874)	103,878
Cash flows from investing activities			
Purchase of tangible fixed assets		(53,070)	(16,904)
Capital grants from DfE/EFA		78,568	25,199
Sale of tangible fixed assets		-	1
Interest received		28,837	25,185
Net cash provided by investing activities		54,335	33,481
Change in cash and cash equivalents in the reporting period		(38,539)	137,359
Cash and cash equivalents at the beginning of the reporting period		1,344,104	1,206,745
Cash and cash equivalents at the end of the reporting period		1,305,565	1,344,104

The notes form part of these financial statements

**Herefordshire Marches Federation of
Academies**

**Notes to the Cash Flow Statement
for the Year Ended 31 August 2025**

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES	31.8.25 £	31.8.24 £
Net income for the reporting period (as per the Statement of Financial Activities)	57,222	22,647
Adjustments for:		
Depreciation charges	98,846	124,626
Capital grants from DfE/ESFA	(78,568)	(25,199)
Interest received	(28,837)	(25,185)
(Increase)/decrease in debtors	(130,530)	66,339
Increase/(decrease) in creditors	57,993	(1,350)
Difference between pension charge and cash contributions	(69,000)	(58,000)
Net cash (used in)/provided by operations	<u>(92,874)</u>	<u>103,878</u>
2. ANALYSIS OF CHANGES IN NET FUNDS	At 1.9.24 £	Cash flow £
Net cash		At 31.8.25 £
Cash at bank and in hand	1,344,104	<u>(38,539)</u>
	<u>1,344,104</u>	<u>1,305,565</u>
Total	1,344,104	(38,539)

The notes form part of these financial statements

Herefordshire Marches Federation of Academies

Notes to the Financial Statements for the Year Ended 31 August 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Academies Accounts Direction 2024 to 2025 issued by the DfE, the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

Herefordshire Marches Federation of Academies meets the definition of a public benefit entity under FRS 102.

Going concern

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

The trustees have considered the impact of the current economic climate on the future finances of the academy.

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit balance 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 the notes to the financial statements, will impact the carrying amount of the pension balance. 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 balance at the year end. 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 balance.

Where the year end valuation balance is in a surplus position, the closing valuation on the balance sheet has been recognised as nil in acknowledgement that the trust would not be entitled to a refund of this surplus.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued for the Year Ended 31 August 2025

1. ACCOUNTING POLICIES - continued

Grants

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

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

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

Sponsorship income

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

Donations

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

Other income

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

Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

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.

Raising funds

Raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities, events and non-charitable trading.

Charitable activities

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

1. ACCOUNTING POLICIES - continued

Charitable activities

All resources expended are inclusive of irrecoverable VAT.

Tangible fixed assets

Assets costing £2,500 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 asset fund in the Statement of Financial Activities and carried forward in the Balance Sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

Long Leasehold Property	-	2% Straight line
Motor Vehicles	-	20% Straight line
Fixtures and Fittings	-	20% Straight line
Computer Equipment	-	33.3% Straight line
Motor vehicles	-	20% Straight line

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

Long leasehold land and buildings are subject to a 125 year lease with the local authority. Land and buildings were valued by the DfE on conversion to academy status. Depreciation on the buildings element is included within expenditure in the SOFA in accordance with the above policies.

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.

Stocks

Catering stocks are valued at the lower of cost or net realisable value.

Liabilities

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

Provisions

Provisions are recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued for the Year Ended 31 August 2025

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Leased Assets

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

Investments

The academy's shareholding in the wholly owned subsidiary, HMFA Enterprises Limited, is included in the balance sheet at the cost of the share capital owned less any impairment. There is no readily available market value and the cost of valuation exceeds the benefit derived.

Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in the notes to the accounts. Prepayments are not financial instruments. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

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 the notes to the accounts. 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. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

Taxation

The charitable company 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 charitable company 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.

Fund accounting

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

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

Restricted general funds comprise all other restricted funds received and include grants from the Department for Education.

Pensions benefits

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

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued
for the Year Ended 31 August 2025

1. ACCOUNTING POLICIES - continued

Pensions benefits

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

The LGPS is a funded multi-employer scheme, and the assets are held separately from those of the charitable company 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 scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

2. DONATIONS AND CAPITAL GRANTS

	Unrestricted funds	Restricted funds	31.8.25	31.8.24
	£	£	£	£
Donations	28,466	2,948	31,414	65,644
Grants	-	78,568	78,568	25,199
	<hr/>	<hr/>	<hr/>	<hr/>
	28,466	81,516	109,982	90,843
	<hr/>	<hr/>	<hr/>	<hr/>

The comparatives include unrestricted funds of £65,644, restricted fixed asset funds of £25,199 and restricted funds of £nil giving a total of £90,843

Grants received, included in the above, are as follows:

	31.8.25	31.8.24
	£	£
Capital Grants	78,568	25,199
	<hr/>	<hr/>

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued
for the Year Ended 31 August 2025

3. FUNDING FOR THE ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds £	Restricted funds £	31.8.25 Total funds £	31.8.24 Total funds £
DfE/ESFA grants				
General Annual Grant(GAG)	-	3,868,397	3,868,397	3,630,606
Other DfE/ESFA grant				
Universal infant free school meals	-	115,444	115,444	102,871
Pupil premium	-	171,193	171,193	168,508
Teachers' pay	-	62,440	62,440	61,375
Teachers' pension	-	75,670	75,670	31,530
PE and sports	-	70,670	70,670	70,570
Mainstream Schools Additional grant	-	-	-	117,288
Others	-	104,052	104,052	36,772
Core School budget	-	131,182	131,182	-
	-	4,599,048	4,599,048	4,219,520
Other Government grants				
Local authority - SEN/LAC	-	192,264	192,264	273,852
Local authority - Other grant	100	225,900	226,000	137,719
Local authority - Nursery education fundings	-	296,971	296,971	346,564
	100	715,135	715,235	758,135
Other income from the academy's educational operations				
	80,322	-	80,322	87,260
	80,422	5,314,183	5,394,605	5,064,915

The comparatives include unrestricted funds of £87,260, restricted fixed asset funds of £nil and restricted funds of £4,977,655 giving a total of £5,064,915.

4. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	31.8.25 Total funds £	31.8.24 Total funds £
Lettings	536	-	536	5,500
Other income from facilities and services	365,135	-	365,135	239,920
Staff insurance claims	27,424	-	27,424	12,968
Risk protection arrangement claims	-	-	-	380
Other	6,415	10,227	16,642	21,594
	399,510	10,227	409,737	280,362

The comparatives include unrestricted funds of £268,670 and restricted funds of £11,694, giving a total of £280,362.

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued
for the Year Ended 31 August 2025

5. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	31.8.25 Total funds £	31.8.24 Total funds £
Deposit account interest	<u>28,837</u>	<u>-</u>	<u>28,837</u>	<u>25,185</u>

All amounts included in the comparative related to unrestricted fund.

6. EXPENDITURE

	Staff costs £	Non-pay expenditure Premises £	Other costs £	31.8.25 Total £	31.8.24 Total £
Charitable activities					
Academy's educational operations					
Direct costs	3,050,121	70,842	210,359	3,331,322	3,024,695
Allocated support costs	1,839,769	276,278	438,570	2,554,617	2,413,963
	<u>4,889,890</u>	<u>347,120</u>	<u>648,929</u>	<u>5,885,939</u>	<u>5,438,658</u>

Net income/(expenditure) is stated after charging/(crediting):

	31.8.25 £	31.8.24 £
Auditors' remuneration	16,970	17,313
Auditors' remuneration for non audit work	1,585	1,393
Depreciation - owned assets	98,846	124,627
Hire of plant and machinery	6,501	6,500
Other operating leases	6,462	5,246
Operating leases	<u>6,540</u>	<u>5,747</u>

7. CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds £	Restricted funds £	31.8.25 Total funds £	31.8.24 Total funds £
Direct costs	65,420	3,265,902	3,331,322	3,024,695
Support costs	156,588	2,398,029	2,554,617	2,413,963
	<u>222,008</u>	<u>5,663,931</u>	<u>5,885,939</u>	<u>5,438,658</u>

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued
for the Year Ended 31 August 2025

7. CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS - continued

	31.8.25	31.8.24
	Total	Total
	£	£
Analysis of support costs		
Support staff costs	1,839,769	1,624,156
Depreciation	1,550	1,550
Technology costs	73,904	67,501
Premises costs	276,278	342,445
Legal costs - other	77,462	104,648
Other support costs	267,099	254,957
Governance costs	18,555	18,706
Total support costs	2,554,617	2,413,963

The comparatives include unrestricted funds of £179,981 restricted fixed asset funds of £164,206 and restricted funds of £5,094,174 giving a total of £5,438,658

8. STAFF COSTS

	31.8.25	31.8.24
	£	£
Wages and salaries		
Social security costs	3,520,414	3,222,175
Operating costs of defined benefit pension schemes	371,026	287,037
Apprenticeship levy	897,928	752,891
	3,774	-
Supply teacher costs	4,793,142	4,262,103
Compensation payments	93,993	72,311
	2,755	1,477
Total staff costs	4,889,890	4,335,891

The average number of persons (including senior management team) employed by the charitable company during the year was as follows:

	31.8.25	31.8.24
Teachers	40	39
Administration and support	71	82
Management	10	11
	121	132

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

	31.8.25	31.8.24
£60,001 - £70,000	1	1
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-
£100,001 - £110,000	1	1
	3	3

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued
for the Year Ended 31 August 2025

8. STAFF COSTS - continued

Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £951,482 (2024: £908,681).

9. CENTRAL SERVICES

The academy trust are purchasing central services and recharging to its academies during the year:

- IT
- Property Management
- Legal and Professional Services
- Marketing
- Administration

The trust charges for these services on an individual basis per expenses.

Most are split based on the following:

Lord Scudamore Primary Academy	66%
Sutton Primary Academy	20%
Kings Caple Academy	7%
St Weonards	7%

The actual amounts charged during the year were as follows:

	31.8.25 £000's	31.8.24 £000's
Lord Scudamore Primary Academy	45	52
Sutton Primary Academy	19	18
Kings Caple Academy	13	8
St Weonards	13	11
	<hr/> 90	<hr/> 89
	<hr/> <hr/>	<hr/> <hr/>

10. RELATED PARTY TRANSACTIONS - TRUSTEES' REMUNERATION AND EXPENSES

One or more trustees has been paid remuneration or has received other benefits from employment with the academy trust. The headteacher and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment.

			2025	2024
A Taylor	Headteacher & Trustee	Remuneration Ex Pension Contributions	£105,000 - £110,000	£105,000 - £110,000

Trustee expenses

There were no trustees' expenses paid for the year ended 31 August 2025 nor for the year ended 31 August 2024.

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued for the Year Ended 31 August 2025

11. TRUSTEES' AND OFFICERS' INSURANCE

The charitable company 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 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.

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	General Fund £	Restricted Fixed Assets Fund £	Restricted General Fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and capital grants	65,644	25,199	-	90,843
Charitable activities				
Funding for the academy's educational operations	87,260	-	4,977,655	5,064,915
Other trading activities	268,669	(1)	11,694	280,362
Investment income	25,185	-	-	25,185
Total	446,758	25,198	4,989,349	5,461,305
EXPENDITURE ON				
Charitable activities				
Academy's educational operations	179,981	164,206	5,094,471	5,438,658
Total	179,981	164,206	5,094,471	5,438,658
NET INCOME/(EXPENDITURE)				
Transfers between funds	-	(139,008)	(105,122)	22,647
Other recognised gains/(losses)		1,639	(1,639)	-
Actuarial gains/(losses) on defined benefit schemes	-	-	(58,000)	(58,000)
Net movement in funds	266,777	(137,369)	(164,761)	(35,353)
RECONCILIATION OF FUNDS				
Total funds brought forward	833,450	3,952,003	180,681	4,966,134
TOTAL FUNDS CARRIED FORWARD	1,100,227	3,814,634	15,920	4,930,781

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued
for the Year Ended 31 August 2025

13. TANGIBLE FIXED ASSETS

	Freehold property £	Long leasehold £	Fixtures and fittings £
COST			
At 1 September 2024	2,043,467	2,571,675	793,285
Additions	-	-	53,070
At 31 August 2025	2,043,467	2,571,675	846,355
DEPRECIATION			
At 1 September 2024	372,978	489,938	765,566
Charge for year	29,403	41,438	9,694
At 31 August 2025	402,381	531,376	775,260
NET BOOK VALUE			
At 31 August 2025	<u>1,641,086</u>	<u>2,040,299</u>	<u>71,095</u>
At 31 August 2024	<u>1,670,489</u>	<u>2,081,737</u>	<u>27,719</u>
	Motor vehicles £	Computer equipment £	Totals £
COST			
At 1 September 2024	57,931	383,470	5,849,828
Additions	-	-	53,070
At 31 August 2025	57,931	383,470	5,902,898
DEPRECIATION			
At 1 September 2024	52,119	354,592	2,035,193
Charge for year	1,550	16,761	98,846
At 31 August 2025	53,669	371,353	2,134,039
NET BOOK VALUE			
At 31 August 2025	<u>4,262</u>	<u>12,117</u>	<u>3,768,859</u>
At 31 August 2024	<u>5,812</u>	<u>28,878</u>	<u>3,814,635</u>

Included in cost or valuation of freehold and leasehold land and buildings if land of £923,057 (2024: £923,057) which is not depreciated.

The land and buildings for Lord Scudamore School were transferred to the Academy upon conversion in June 2011. Land and buildings for Sutton & Kings Capple and St Leonards Schools were transferred on a 125yr lease.

DfE land and building valuations have been provided as at 31.08.24 for Kings Caple at £630,000.

DfE land and building valuations have been provided as at 31.08.21 for Lord Scudamore at £3,715,000 and Sutton at £2,220,000.

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued
for the Year Ended 31 August 2025

13. TANGIBLE FIXED ASSETS - continued

DfE land and building valuations have been provided as at 31.08.20 for St Weonards at £445,000.

Land and buildings are included at an appropriate valuation upon conversion to academy status. The governing board has reviewed the valuation during the year and do not consider any impairment adjustment is necessary as the asset remains to meet its purpose of intended use and is in a good state of repair. For more details on impairment reviews please refer to the accounting policies.

14. FIXED ASSET INVESTMENTS

	Shares in group undertakings	£
MARKET VALUE		
At 1 September 2024 and 31 August 2025	1	1
NET BOOK VALUE		
At 31 August 2025	1	1
At 31 August 2024	1	1

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

HMFA Enterprises Limited

Registered office:

Nature of business: Catering, extended school services, teaching school

Class of share:	%	31.8.25	31.8.24
Ordinary	holding	£	£
Profit for the year	100	-	34,571

The Academy's shareholding in the wholly owned subsidiary, HMFA Enterprises Limited (company number 09242303) is included in the balance sheet at the cost of the share capital owned. There is no readily available market value and the cost of valuation exceeds the benefit derived.

During 2024, the activities of HMFA Enterprises Ltd were transferred to the academy and currently has no plans to trade going forward.

The company covenanted its taxable profits to Herefordshire Marches Federation of Academies (HMFA). A summary of trading results is shown below.

	31.8.25	31.8.24
	£	£
Turnover	-	127,629
Costs of sales	-	-
Gross Profit	-	127,629

**Herefordshire Marches Federation of
Academies**

**Notes to the Financial Statements - continued
for the Year Ended 31 August 2025**

14. FIXED ASSET INVESTMENTS - continued

Administrative expenses	-	(93,065)
Other income	-	7
Net profit / (loss) for the year	-	34,571
Profit transferred to academy	-	36,358

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.25	31.8.24
	£	£
Trade debtors	10,587	9,262
VAT	54,691	46,178
Prepayments and accrued income	214,237	93,545
	279,515	148,985
	<u>279,515</u>	<u>148,985</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.25	31.8.24
	£	£
Trade creditors	124,550	87,055
Social security and other taxes	79,484	63,350
Other creditors	96,248	86,804
Deferred income	92,958	92,068
Accrued expenses	41,697	47,667
	434,937	376,944
	<u>434,937</u>	<u>376,944</u>

DEFERRED INCOME

	31.8.25	31.8.24
	£	£
Deferred Income at 1 September	92,068	74,216
Resources deferred in the year	92,958	92,068
Amounts released from previous years	(92,068)	(74,216)
Deferred Income at 31 August	92,958	92,068
	<u>92,958</u>	<u>92,068</u>

Deferred income is made up of the following balances:

31.8.25	31.8.24
£	£
68,127	60,010
16,119	15,840
8,712	16,218
	Universal Infant Free School Meals Revenue Income
	Non-domestic rates income
	Holiday club and school meal income

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued
for the Year Ended 31 August 2025

17. MEMBERS' LIABILITY

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

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

				31.8.25
	Restricted		Restricted	
	General	Fixed	General	Total
	Fund	Assets	Fund	funds
	£	£	£	£
Fixed assets	-	3,768,859	-	3,768,859
Investments	1	-	-	1
Current assets	1,111,757	72,993	400,330	1,585,080
Current liabilities	(9,662)	(69,522)	(355,753)	(434,937)
	<hr/>	<hr/>	<hr/>	<hr/>
	1,102,096	3,772,330	44,577	4,919,003
	<hr/>	<hr/>	<hr/>	<hr/>

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

				31.8.24
	Restricted		Restricted	
	General	Fixed	General	Total
	Fund	Assets	Fund	funds
	£	£	£	£
Fixed assets	-	3,814,635	-	3,814,635
Investments	1	-	-	1
Current assets	1,117,599	(1)	375,491	1,493,089
Current liabilities	(17,371)	-	(359,573)	(376,944)
	<hr/>	<hr/>	<hr/>	<hr/>
	1,100,229	3,814,634	15,918	4,930,781
	<hr/>	<hr/>	<hr/>	<hr/>

**Herefordshire Marches Federation of
Academies**

**Notes to the Financial Statements - continued
for the Year Ended 31 August 2025**

19. MOVEMENT IN FUNDS

	At 1.9.24	Net movement in funds	Transfers between funds	At 31.8.25
	£	£	£	£
Restricted general funds				
General Annual Grant	31,717	(262,438)	313,358	82,637
Other restricted	(15,799)	(22,261)	-	(38,060)
DfE capital grants	57,134	(18,376)	-	38,758
Fixed Assets on Conversion	3,653,122	(68,873)	-	3,584,249
Fixed Assets funded by GAG/other sources	100,047	(5,873)	-	94,174
Fixed Assets funded by local authority	4,331	50,818	-	55,149
	<hr/>	<hr/>	<hr/>	<hr/>
	3,830,552	(327,003)	313,358	3,816,907
Unrestricted fund				
General fund	1,100,229	315,225	(313,358)	1,102,096
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	4,930,781	(11,778)	-	4,919,003
	<hr/>	<hr/>	<hr/>	<hr/>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Restricted general funds				
General Annual Grant	3,868,395	(4,130,833)	-	(262,438)
Other restricted	777,810	(800,071)	-	(22,261)
Restricted Pension Reserve	-	69,000	(69,000)	-
DfE capital grants	25,497	(43,873)	-	(18,376)
Fixed Assets on Conversion	-	(68,873)	-	(68,873)
Fixed Assets funded by GAG/other sources	1	(5,874)	-	(5,873)
Fixed Assets funded by local authority	53,070	(2,252)	-	50,818
DfE Universal infant free school meals	115,444	(115,444)	-	-
DfE Pupil premium	171,194	(171,194)	-	-
DfE Teachers' pay	62,440	(62,440)	-	-
DfE Teachers' pension	75,670	(75,670)	-	-
DfE PE and sports	70,671	(70,671)	-	-
Other DfE Grants	54,552	(54,552)	-	-
DfE Core School Budget grant	131,182	(131,182)	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
	5,405,926	(5,663,929)	(69,000)	(327,003)
Unrestricted fund				
General fund	537,235	(222,010)	-	315,225
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	5,943,161	(5,885,939)	(69,000)	(11,778)
	<hr/>	<hr/>	<hr/>	<hr/>

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued
for the Year Ended 31 August 2025

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.9.23	Net movement in funds	Transfers between funds	At 31.8.24
	£	£	£	£
Restricted general funds				
General Annual Grant	131,681	(98,325)	(1,639)	31,717
Other restricted	(38,397)	22,598	-	(15,799)
DfE capital grants	109,672	(52,538)	-	57,134
Fixed Assets on Conversion	3,724,306	(71,184)	-	3,653,122
Fixed Assets funded by GAG/other sources	112,326	(13,918)	1,639	100,047
Fixed Assets funded by local authority	5,699	(1,368)	-	4,331
DfE Schools Supplementary grant	49,392	(49,392)	-	-
DfE MSAG	38,005	(38,005)	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
	4,132,684	(302,132)	-	3,830,552
Unrestricted fund				
General fund	833,450	266,779	-	1,100,229
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	4,966,134	(35,353)	-	4,930,781
	<hr/>	<hr/>	<hr/>	<hr/>

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued
for the Year Ended 31 August 2025

19. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Restricted general funds				
General Annual Grant	3,630,607	(3,728,932)	-	(98,325)
Other restricted	769,826	(747,228)	-	22,598
Restricted Pension Reserve	-	58,000	(58,000)	-
DfE capital grants	25,198	(77,736)	-	(52,538)
Fixed Assets on Conversion	-	(71,184)	-	(71,184)
Fixed Assets funded by GAG/other sources	-	(13,918)	-	(13,918)
Fixed Assets funded by local authority	-	(1,368)	-	(1,368)
DfE Universal infant free school meals	102,871	(102,871)	-	-
DfE Pupil premium	168,509	(168,509)	-	-
DfE Teachers' pay	61,375	(61,375)	-	-
DfE Teachers' pension	31,530	(31,530)	-	-
DfE PE and sports	70,571	(70,571)	-	-
DfE Schools Supplementary grant	-	(49,392)	-	(49,392)
DfE MSAG	117,288	(155,293)	-	(38,005)
Other DfE Grants	36,772	(36,772)	-	-
	<hr/> 5,014,547	<hr/> (5,258,679)	<hr/> (58,000)	<hr/> (302,132)
Unrestricted fund				
General fund	446,758	(179,979)	-	266,779
TOTAL FUNDS	5,461,305	(5,438,658)	(58,000)	(35,353)

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

Restricted General Funds

General Annual Grant - Income from the DfE which is to be used for the normal running costs of the Academy, including education and support costs. Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2025.

Other DfE Grants - Other grant income from the DfE, which are used for the purposes intended.

Other Restricted - This fund includes income from local authority grants and any other sources of restricted income.

Restricted Pension Fund

Pension reserve - This represents the Academy's share of the assets and liabilities in the Local Government Pension Scheme.

Restricted Fixed Asset Funds

DfE Capital Grants - These funds were received for direct expenditure on fixed asset projects. The balance at the year-end represents the NBV of assets and any unspent grant amounts.

Fixed Assets on Conversion - This represents the buildings and equipment donated to the school from the Local Authority on conversion to an Academy.

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued
for the Year Ended 31 August 2025

19. MOVEMENT IN FUNDS - continued

Fixed Assets funded by GAG - This represents capital expenditure that has been paid out of General Grant Income.

Unrestricted Funds

Are all those income and expenses for general use in the Academy.

Total funds analysed by academy:

	31.8.25 £	31.8.24 £
Fund balances at the year end were allocated as follows:		
Lord Scudamore Academy	1,023,095	1,110,393
Sutton Primary Academy	2,335	(36,186)
Kings Caple Academy	29,303	(7,228)
St Weonards Academy	91,940	49,168
Total before fixed assets and pension reserve	1,146,673	1,116,147
Restricted Fixed Asset Fund	3,772,330	3,814,634
Pension reserve	-	-
Total	4,919,003	4,930,718

Analysis of academies by cost

Expenditure incurred by each academy during the year was as follows:

	Teaching And Educational Support Staff Costs £	Other Support Staff Costs £	Educational Supplies £	Other Costs (excluding) Depreciation £	31.8.25 Total £	31.8.24 Total £
Lord Scudamore Academy	2,186,294	1,183,842	37,982	561,846	3,968,964	3,584,730
Sutton Primary Academy	472,766	415,219	16,098	320,635	1,224,718	1,083,350
Kings Caple Academy	130,478	76,174	9,057	115,024	330,733	340,331
St Weonards Academy	283,813	162,784	12,401	159,995	618,993	565,955
	3,073,351	1,837,019	75,538	1,157,500	6,143,408	5,574,366
2024	2,711,735	1,622,678	66,830	1,173,114	5,574,366	

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued for the Year Ended 31 August 2025

19. MOVEMENT IN FUNDS - continued

Transfers between funds

A transfer between general restricted and restricted fixed asset funds has been made during the year for fixed assets which have been funded by revenue funds

20. PENSION AND SIMILAR OBLIGATIONS

The charity'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 Worcestershire County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £95,813 were payable to the schemes at 31 August 2025 (2024 - £86,492) and are included within creditors.

Teachers' Pension Scheme

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

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

**Herefordshire Marches Federation of
Academies**

**Notes to the Financial Statements - continued
for the Year Ended 31 August 2025**

20. PENSION AND SIMILAR OBLIGATIONS - continued

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to 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 and subsequent consultation 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 result is due to be implemented from 1 April 2027.

The employer's pension costs paid to TPS in the period amounted to £607,385 (2024 - £495,712).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The charity is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the charity 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 charity has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £371,000 (2024 - £329,000), of which employer's contributions totalled £290,000 (2024 - £257,000), and employees' contributions totalled £81,000 (2024 - £72,000). The agreed contribution rates for future years are 19.60 per cent for employers and 12.50 per cent for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of an academy trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

A full triennial valuation was performed on 31st March 2025, the draft results of which will come into effect on 1 April 2026 reported there will be no future lump sum contributions with a future services rate payable of 18.6%.

LGPS Pension - in surplus

The pension valuation as at 31 August 2025 showed a surplus of £1,722,000 (2024: £456,000). Having considered guidance available and acknowledging that the trust would not be entitled to a refund of this amount, the surplus has not been recognised. Therefore the closing valuation has been recognised as nil.

**Herefordshire Marches Federation of
Academies**

**Notes to the Financial Statements - continued
for the Year Ended 31 August 2025**

20. PENSION AND SIMILAR OBLIGATIONS - continued

The amounts recognised in the Balance Sheet are as follows:

	Defined benefit pension plans	31.8.24
	31.8.25	£
	£	£
Present value of funded obligations	(5,732,000)	(4,934,000)
Fair value of plan assets	5,732,000	4,934,000
	<hr/>	<hr/>
Present value of unfunded obligations	-	-
Deficit	-	-
Net liability	-	-
	<hr/>	<hr/>

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

	Defined benefit pension plans	31.8.24
	31.8.25	£
	£	£
Current service cost	245,000	213,000
Net interest from net defined benefit asset/liability	(242,000)	(14,000)
Past service cost	-	-
	<hr/>	<hr/>
	3,000	199,000
	<hr/>	<hr/>
Actual return on plan assets	472,000	549,000
	<hr/>	<hr/>

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	31.8.24
	31.8.25	£
	£	£
Opening defined benefit obligation	4,934,000	4,091,000
Current service cost	245,000	213,000
Contributions by scheme participants	81,000	72,000
Interest cost	230,000	210,000
Benefits paid	(45,000)	(35,000)
Remeasurements:		
Actuarial (gains)/losses from changes in demographic assumptions	17,000	3,000
Actuarial (gains)/losses from changes in financial assumptions	(950,000)	48,000
Oblig other remeasurement	1,220,000	332,000
	<hr/>	<hr/>
	5,732,000	4,934,000
	<hr/>	<hr/>

**Herefordshire Marches Federation of
Academies**

**Notes to the Financial Statements - continued
for the Year Ended 31 August 2025**

20. PENSION AND SIMILAR OBLIGATIONS - continued

Changes in the fair value of scheme assets are as follows:

	31.8.25	31.8.24
	£	£
Opening fair value of scheme assets	4,934,000	4,091,000
Contributions by employer	290,000	257,000
Contributions by scheme participants	81,000	72,000
Expected return	472,000	224,000
Actuarial gains/(losses)	-	325,000
Benefits paid	(45,000)	(35,000)
	<hr/>	<hr/>
	5,732,000	4,934,000
	<hr/>	<hr/>

The amounts recognised in other recognised gains and losses are as follows:

	31.8.25	31.8.24
	£	£
Actuarial gains/(losses) from changes in demographic assumptions	(17,000)	(3,000)
Actuarial gains/(losses) from changes in financial assumptions	950,000	(48,000)
Oblig other remeasurement	(1,220,000)	(332,000)
	<hr/>	<hr/>
	(287,000)	(383,000)
	<hr/>	<hr/>

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	31.8.25	31.8.24
	%	%
Equities	68%	67%
Other Bonds	7%	8%
Cash/liquidity	23%	1%
Property	2%	24%
	<hr/>	<hr/>
	100%	100%
	<hr/>	<hr/>

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	31.8.25	31.8.24
Discount rate	6.05%	5.00%
Future salary increases	4.20%	4.15%
Future pension increases	2.70%	2.65%
Inflation assumption (CPI)	2.70%	2.65%

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued
for the Year Ended 31 August 2025

20. PENSION AND SIMILAR OBLIGATIONS - continued

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

	31.8.25	31.8.24
Retiring today		
Males	21.5	21.2
Females	23.7	23.6
Retiring in 20 years		
Males	22.7	22.5
Females	25.5	25.4
Sensitivity analysis		
Discount rate +0.1%	-	-
Discount rate -0.1%	88,000	104,000
Mortality assumption - 1 year increase	160,000	179,000
Mortality assumption - 1 year decrease	-	-
CPI rate +0.1%	86,000	101,000
CPI rate -0.1%	-	-

21. CONTINGENT LIABILITIES

There were no contingent liabilities at the year end.

22. CAPITAL COMMITMENTS

Contracted but not provided for in the financial statements

31.8.25	31.8.24
£	£

23. LONG-TERM COMMITMENTS, INCLUDING OPERATING LEASES

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.8.25	31.8.24
Within one year	1,437	5,747
Between one and five years	-	1,437
	<u>1,437</u>	<u>7,184</u>

Herefordshire Marches Federation of Academies

Notes to the Financial Statements - continued
for the Year Ended 31 August 2025

24. RELATED PARTY DISCLOSURES

Owing to the nature of the charitable company and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. The following related party transactions took place in the financial period.

HMFA Enterprises Ltd - wholly owned subsidiary of Hereford Marches Federation of Academies(HMFA)

Income was received from HMFA Enterprises Ltd of £nil (2024: £5,500) for rental of premises and £nil (2024: £6,985) in relation to recharged costs.

At the year end £Nil (2024: £nil) was due from HMFA Enterprises Ltd.

HMFA Enterprises Ltd covenanted £nil (2024: £36,358) of its profits to HMFA, none of which was due to the academy at the year end.

Transactions with wider federation academies/schools

During the year transactions have been made between Herefordshire Marches Federation of Academies and academies/school included within its wider federation. All these transactions related to recharge of expenditure across the federation.

	Income	Expenditure	Balance outstanding at year end
Llangrove CE Academy	£43,854 (2024: £37,072)	£Nil (2024: £Nil)	£4,640 (2024: £1,578)
Marden Primary Academy	£62,545 (2024: £62,120)	£Nil (2024: £Nil)	£2,514 (2024: £1,202)
Pencombe C of E Primary School	£51,305 (2024: £49,430)	£Nil (2024: £Nil)	£818 (2024: £1,240)
Clehonger C of E Primary School	£44,854 (2024: £46,117)	£Nil (2024: £Nil)	£444 (2024: £1,045)

All transactions involving such organisations are conducted in accordance with the requirements of the Academies Trust Handbook, including notifying DfE of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the charitable company's financial regulations and normal procurement procedures relating to connected and related party transactions.

25. ULTIMATE CONTROLLING PARTY

Due to the nature of entity, there is no overall controlling party.