
TOWER HAMLETS ENTERPRISE ACADEMY

(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details	1
Trustees' report	2 - 8
Governance statement	9-12
Statement of Regularity, Propriety and Compliance	13
Statement of trustees' responsibilities	14
Independent auditors' report on the financial statements	15 - 18
Independent reporting accountant's report on regularity	19 - 20
Statement of financial activities incorporating income and expenditure account	21
Balance sheet	22
Statement of cash flows	23
Notes to the financial statements	24 - 47

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

Reference and Administrative Details

Members:	Muhammed Nazim Ahmed Mohammed Shahedul Alam Somir Ali Peter Mann Shajahan Alam
Trustees:	Muhammad Nazim Ahmed, Chair of Trustees Ashid Ali, Principal Shah Muhmud Tanveer Chowdhury Edward Chessun Chun Sing Chou Fahmida Sultana Imogen Vining Kabir Ahmed Aditya Dubey Mahbub Alam Khadar Mohamed (appointed 24 April 2024) Nigath Sultana (appointed 24 April 2024) Mark Masson (appointed 10 July 2024) Sarah Wither (appointed 10 July 2024) Laura Leman (resigned 24 April 2024) Anastasia Smirnova (resigned 24 April 2024)
Company Secretary:	None
Senior Management Team:	Ashid Ali, Principal Abdul Moquith, Vice Principal Bola McCarthy, Vice Principal (left Dec 2023) Ashraf Khan, Vice Principal Mwenda Chumpuka- Associate Principal Helen Cleary – Assistant Principal (appointed Nov 2023) Dr Abul Ali – Assistant Principal (appointed Jan 2024) Shumon Ali – Assistant Principal (appointed Apr 2024)
Company Name:	Tower Hamlets Enterprise Academy
Registered Office:	Aneurin Bevan House, 81 Commercial Road, London, E1 1RD
Company Registration Number:	08632527
Independent Auditor:	Reckoner Audit Limited, Dalton House, 60 Windsor Avenue, London, SW19 2RR
Bankers:	Lloyds Bank Plc, 25 Gresham Street, London, EC2V 7HN
Solicitors:	Browne Jacobson LLP, Mowbury House, Castle Meadow Rd, Nottingham, NG2 1BJ

TOWER HAMLETS ENTERPRISE ACADEMY

(A company limited by guarantee)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2024

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year / period 1st September 2023 to 31st August 2024. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The academy trust operates an academy for pupils aged 11 to 16 serving a catchment area in London East.. It has a pupil capacity of 600 and had a roll of 470 in the school census on October 2023.

Structure, Governance and Management

Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of Tower Hamlets Enterprise Academy Trust (The Trust) are also the directors of the charitable company for the purposes of company law. The charitable company operates London Enterprise Academy.

Details of the trustees who served during the year, and to the date these accounts are approved are included in the Reference and Administrative Details on the preceding pages of this document.

Members' Liability

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

Trustees' Indemnities

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

Method of Recruitment and Appointment or Election of Trustees

Method of Recruitment and Appointment or Election of Trustees

The management of the academy is the responsibility of the trustees who are elected and co-opted under the terms of the Articles of Association and funding agreement as follows:

- The Principal
- Up to 12 appointed trustees (including no more than 1 staff trustees)
- At least 2 parent trustees (elected by parent)
- One staff trustee (elected by staff)
- Up to 3 co-opted trustees
- Any governors appointed by the Secretary of State for Education

The term of office for any trustee is 4 years. The Principal's term of office runs parallel with their term of appointment. Subject to remaining eligible to be a particular type of trustee, any trustee may be reappointed or re-elected.

Policies and Procedures Adopted for the Induction and Training of Trustees

The training and induction provided for new trustees will depend on their individual experience and expertise. Where necessary an induction will provide training on charity and educational, legal and financial matters. All new trustees are given a tour of the academy and the chance to meet with staff and students. All governors are provided with copies of policies, procedures, minutes, budgets, plans and other documents that they will need to understand their role as trustees and directors of the academy

TOWER HAMLETS ENTERPRISE ACADEMY

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Organisational Structure

The academy has established a management structure to enable its efficient running. The structure consists of two levels: the trustees and the executives who are the Senior Leadership Group.

The Trust Board has considered its role thoughtfully and decided that the role of the trustees is to approve the strategic direction and objectives of the academy and monitor its progress towards these objectives.

The Trust Board has approved a scheme of delegation which sets out a statement on the system of internal control, responsibilities, standing orders, and a scheme of delegation and terms of reference. The principal is directly responsible for the day to day running of the academy and is assisted by a Senior Leadership Group.

Trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring the academy by use of budgets and making major decisions about the direction of the academy, including capital expenditure and senior staff appointments.

The principal assumes the Accounting Officer role.

Arrangements for setting Pay and Remuneration of Key Management Personnel

The Trust has a Pay Committee which consists of two trustees who are supported by the advice of an external educational consultant to review the pay and remuneration of the principal. The principal has annual performance targets and these are reviewed with the support of the external educational consultant. New annual targets are set which are in line with the school's priorities. Pay and remuneration for other staff members are reviewed annually by the Finance, Resources and Audit Committee.

Related Parties and other Connected Charities and Organisations

There were no related parties or connected entities in the financial year 2023-24

Objectives and Activities

Objects and Aims

The principal object and activity of the academy is to provide a broad and balanced education for pupils of all abilities in the Tower Hamlets area. The trustees have referred to the guidance issued by the Charity Commission in respect of public benefit when reviewing the aims and objectives of the academy.

In accordance with the articles of association, the academy has adopted a funding agreement approved by the Secretary of State for Education.

The funding agreement specifies, amongst other things, that the Trust will be at the heart of the community promoting community cohesion and sharing facilities; the basis for admitting students to the Trust, that the curriculum should be broad and balanced that there will be an emphasis on the needs of individual pupils including pupils with SEND and the basis for charging pupils.

Objectives, Strategies and Activities

The academy has undertaken self-evaluation activities to correctly identify objectives for the next year.

- To undertake an effective marketing campaign to develop relationships between all stakeholders and ensure that the academy can recruit 120 pupils.
- To creatively develop its approach to remote learning in order to improve engagement and the quality of teaching, learning and pupil outcomes.
- Strengthen its accountability structure through further training and development of leadership and governance to ensure that all core functions are addressed as identified in the Academies Governance Handbook.
- Achieve consistently high standards of teaching and learning.
- Review and develop cost effective curriculum design implementation which adds value and optimises pupil outcomes.
- Enhance accountability through the development of new policies and procedures as well as the implementation of a self-evaluation framework.
- Build on the good GCSE results of 2023 and 2024.

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

- Ensure all pupils have access to ICT facilities to engage effectively in remote learning and live teaching as we continue in these uncertain times.
- To work towards a positive Ofsted visit during its full Section 5 Inspection

Public Benefit

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

As an academy we make the best use of our skills, expertise and experience with regards to the community. Some examples of this are:

- Raising money for local, national and international charities.
- Hosting sporting events.
- Ensuring the building/site is available for hire.
- Entertaining local groups/organisations.
- Delivering food for needy.
- Acting as a hub for other community organisations, for the benefit of our families and beyond.
- Networking with local schools and across the county.
- Offering wellbeing and practical support through the links we have built.
- Increasing the use of video conferencing technology for meetings, to reduce the need for travel between organisations (supporting the local environment) and being more time efficient.

Strategic Report - Achievements and Performance

Key Performance Indicators

The key performance indicators are as follows:

- All students are expected to make Age Related Expected (Are) levels of progress.
- All students are expected to reach an attendance target of at least 96%.
- 90% of parents regularly attend progress meetings relating to their child.
- 70% of students to follow the EBacc curriculum for GCSE.
- All pupils take part in and contribute to charitable activities.
- Pupils make expected progress with above National results in English and Mathematics.
- Almost all parents/ carers surveyed to recommend the school to other parents.

GCSE Results 2024 with National Comparison

Area	GCSE 2024	Nat Av 2023
Progress 8	-0.07	-0.03
Attainment 8	46.20	46.3
EBacc Entry Profile	46.2%	39%
EBacc Score Profile	4.26	3.56
% girls grades 9-4 EM	66.7%	56%
% boys grades 9-4 EM	69.6%	50%
Grade 4 or above in Maths and English	67.7%	65%
Grade 5 or above in Maths and English	49.2%	45%
English grades 4-9	77.7%	75%
Maths grades 4-9	71.5%	70%
English grades 5-9	63.8%	61%
Maths grades 5-9	56.2%	51%
2 Sci grades 4-9	65.1%	
Languages grades 4-9	87.8%	69.1%

The GCSE results of 2024 are better than National Average in almost all key performance indicators as published by the Department of Education (DfE)

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

The academy had a positive Section 5 inspection from Ofsted in October 2024 where the Academy was judged 'Good' in all four areas.

Some of the feedback in the report includes the following: -

They highlighted many positives in all areas of their judgements, and I have pulled some of these out below:

Our ambitious curriculum - The school has designed a rich curriculum for all pupils which is based on the scope and ambition of the national curriculum. The school has also carefully considered which subjects will best support pupils' future aspirations when planning the curriculum. The school has worked to develop pupils' reading throughout the curriculum. Pupils enjoy reading and talk with enthusiasm about their favourite stories. The school offers a range of enrichment opportunities. Pupils take advantage of these and talk about how much that they value them.

Behaviour - The school's high expectations for behaviour are well understood by pupils. There is a fair and clear behaviour system. Any behaviour incidents are closely followed up by leaders.

SEND pupils - The school's support for pupils with SEND is effective. Teachers make appropriate adaptations so that pupils can fully access the learning.

Preparing our students for adult life

Personal development is a thread that runs throughout the whole curriculum. Leaders have thought carefully about how to provide rich opportunities and experiences that pupils might otherwise not have or miss out on "The school has ensured that pupils learn about and build their awareness of fundamental British values"

Prioritising the right things: Ofsted recognise that we have focused on the right things to ensure improvement at pace "The school's effective actions mean that current pupils are rapidly improving their understanding within subjects and their ability to apply their knowledge".

Our staff told Ofsted they were proud to work at London Enterprise Academy "Staff at the school say that leaders take their well-being and workload into account. They feel well supported with their professional roles".

Safeguarding - The arrangements for safeguarding are effective.

Assemblies address any issues or important messages that may be required to help to keep pupils safe. They gave us two main areas for improvement and the good news is that we have started working on these.

All students have continued to actively take part in a range of enrichment activities every week which complemented our broad and balanced curriculum. The school also arranged a wide range of trips and visits including taking three groups of pupils to Kingswood Centre for 3 days and one group to Isle of Wight for 4 days. A group of Year 10 pupils completed their Duke of Edinburgh Bronze Award.

Year group reward trips were offered to all five-year groups to offer pupils outdoor learning opportunities supporting their mental health and well-being as well as improving their social skills.

The school ran 3-week Summer School funded by the school with an average daily attendance of between 80-110 pupils per day providing a range up catch-up activities, sporting enrichment and outdoor education opportunities as well as providing daily free lunch.

The academy has continued to work with a range of charities including Tower Hamlets Food Bank, Whitechapel Mission, Marie Curie Cancer Research, British Heart Foundation, Walk with Mountaineer Akke Rahman who summited Everest in May 2022 and May 2024. The Academy also supported a few schools in rural areas of Bangladesh with stationery, t-shirts and sports equipment.

The academy successfully recruited a team of skilled teachers and leaders to fulfil the Trust's primary purpose of furthering education for the public benefit.

The Trust has managed its financial resources well and has maintained a positive cash flow throughout the Year. Going forward maintaining the features of a small school or the school's vision of an extended day with smaller class size, a vision which necessitates additional staffing, will stretch the Trusts finances in these difficult times.

The Trust has a strong governing body (who are getting constant training and development) with the correct skills set. We have hired the services of qualified accountants and senior serving school leaders to further strengthen governance along with training from NGA and LBTH.

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Going Concern

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

Strategic Report - Financial Review

Finance Review

Most of the Academy's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31st August 2024 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

Reserves Policy

The definition of reserves in the SORP is 'that part of a charity's income funds that is freely available for its general purposes'. This definition of reserves therefore normally excludes:

- permanent endowment funds
- expendable endowment funds
- restricted income funds
- any part of unrestricted funds not readily available for spending, specifically income funds which could only be realised by disposing of fixed assets held for charitable use

'Reserves' are therefore the resources the Academy has or can make available to spend for any or all of the Academy's purposes once it has met its commitments and covered its other planned expenditure. More specifically 'reserves' are income which becomes available to the Academy and is to be spent at the Trustees' discretion in furtherance of any of the Academy's objects (sometimes referred to as 'general purpose' income) but which is not yet spent, committed or designated (i.e. is 'free')

The level of reserves held takes into account the nature of income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves. The Trustees will keep this level of reserves under review at each board meeting and aim to build and maintain the reserves level by entering into cost effective agreements whilst in keeping with the principal object of the Academy.

Total reserves at the end of the period amounted to £12,089,264. This balance includes unrestricted funds (free reserves) of £215,961, which are considered appropriate for the Academy Trust, and restricted funds of £1,942,595 and a pension deficit of £Nil.

The amount of designations made to the restricted reserves total to £1,943k, relating to the following specific areas:

£600k - upgrade exam/PE hall by installing air conditioning and solar panel

£100k – upgrade IT equipment in Hub computer suites and replace admin computers

£100k- staff recruitment and retention in shortage subjects or leadership

£150k – extended schools and summer school, £50k per year for 3 years

£600k – equivalent of 2-month payroll cost

£501k – uncertainty/ student roll/ future funding

The unrestricted reserves total to £215,961 is earmarked for staff wellbeing and providing hardship fund to pupils' families.

The Trust recognises a pension fund breakeven (2023: breakeven).

TOWER HAMLETS ENTERPRISE ACADEMY

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Users should also note that a surplus or deficit position of the pension scheme would generally result in a cash flow effect for the Trust in the form of an increase or decrease in employers' pension contributions over a period of years. The Trust thus takes this fact into account when reviewing current business plans and budgets, ascertaining how the pension costs might affect budgets in the future. On the basis that increased pension contributions should generally be met from the Trust's budgeted annual income, whilst the deficit might not be eliminated, there should be no actual cash flow deficit on the fund or direct impact on the unrestricted reserves of the Trust due to the recognition of the deficit.

Investment Policy

Investment policies are determined by the Trust Board. This ensures the level of funds the Trust holds can cover any immediate expenditure, without exposing the Trust to additional risk. Should any potential investment opportunity arise this would be escalated to the Trust Board for consideration.

As of 31 August 2023, no investments were held.

Principal Risks and Uncertainties

The Companies Act 2006 s417(3b) requires disclosure of the principal risks and uncertainties facing a company. The Trust is exposed to a few financial risks including credit, cash flow and liquidity risks. Given the Trust's exposure to financial instruments being limited, the exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. The Trust's system of internal controls ensures risk is minimal in these areas.

A risk register has been established and is updated regularly. Where appropriate, systems or procedures have been established to mitigate the risks the Trust faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects.

The trustees have assessed the major risks to which the Trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Trust, and its finances. The trustees have implemented a few systems to assess risks that the Academies face, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) to minimise risk. Where significant financial risk still remains, they have ensured they have adequate insurance cover.

The Trust has an effective system of internal financial controls, and this is explained in more detail in the Governance Statement.

It should also be noted that procedures are in place to ensure compliance with the health and safety regulations, pertaining to both staff and pupils.

The trustees also are fully aware of their responsibilities to ensure that the trust's estate is safe, well maintained and compliant with the relevant regulations.

Please refer to the Reserves Policy above for a description of the defined benefit pension scheme, in which there was a deficit at 31 August 2024. Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

Fundraising

The Trust does not engage in any formal fundraising.

Plans for Future Periods

- Ensure that all new staff to the academy are fully inducted with policies and procedures.
- Develop whole school priorities and implement the vision for the future of the academy by addressing the areas identified by Ofsted and so ensure that we are judged as an 'Outstanding' school.
- Further strengthen systems to manage movement of pupils in our limited space as the school grows.
- Continue to explore opportunities for creating additional outdoor spaces for pupils.
- Ensure that all children are prepared for external exams and receive appropriate support and challenge in the classroom, 'as well as through their homework'.
- Continue to provide training and development to trustees to ensure that they can keep developing the strategic overview of the school.

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Auditor

Insofar as the trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 13 December 2024 and signed on the board's behalf by:



Nazim Ahmed

Chair of Trustees

TOWER HAMLETS ENTERPRISE ACADEMY

(A company limited by guarantee)

Governance Statement

Scope of Responsibility

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

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

The board of trustees has delegated the day-to-day responsibility to the Principal, 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 Tower Hamlets Enterprise Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of Tower Hamlets Enterprise Academy Trust any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met [5] times during the year.

Attendance during the year at meetings of the board of trustees was as follows:

	Meetings attended	Out of a possible
Nazim Ahmed - Chair	4	5
Ashid Ali – Principal	5	5
Sunny Chou	5	5
Aditya Dubey	4	5
Tanveer Choudhury	2	5
Shah Muhmud	2	5
Fahmida Sultana	3	5
Edward Chessun	5	5
Kabir Ahmed	2	5
Mahbub Alam	3	5
Imogen Vining	4	5
Nigath Sultana	1	2
Khader Mohammed	1	2
Anastasia Smirnova	1	1
Mark Masson	1	1
Sarah Withers	1	1

The **Finance, Resources and Audit Committee** is a sub-committee of the main board of trustees. Its purpose is to make sure that the Academy is following the ESFA's financial regulations.

The audit committee is also part of the Finance, Resources and Audit Committee. Its purpose is to:

- Monitor the integrity of the financial statements; review internal financial controls and review the Academy's internal control and risk management systems;
- Make recommendations to the Governing Body in relation to the appointment, re-appointment and removal of the external auditor and approve the remuneration and terms of engagement of the auditor, and review the auditor's independence and objectivity.

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

Governance Statement (Continued)

Attendance at meetings during the year was as follows:

	Meetings attended	Out of a possible
Sunny Chou -Chair	6	6
Ashid Ali – Principal	6	6
Aditya Dubey	6	6
Kabir Ahmed	4	6
Tanveer Choudhury	5	6

Attendance during the year at the meeting of the
Curriculum and Standards Committee was as follows:

	Meetings attended	Out of a possible
Edward Chessun - Chair	3	3
Ashid Ali - Principal	3	3
Imogen Vining	3	3
Fahmida Sultana	3	3

Review of Value for Money

As Accounting Officer, the Principal has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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

- Financial governance and oversight is robust; the members of the Finance, Audit & Resources Committee have financial and business experience including two Finance Professionals, one of whom is a qualified accountant.
- The School Business Manager holds appropriate qualifications in school business management and makes strategic recommendations on best value for services and resources.
- The school obtains 3 quotes before incurring any expenditure above £2,500 and full tendering is applied to contracts whose annual or total value exceeds £25,000.
- The Principal and the Business Manager review all purchasing to ensure that goods and services procured represent value for money and meet the aims of the school.
- The trustees receive regular reports and recommendations from the external auditor.
- Management accounts are circulated to governors on a monthly basis and expenditure is monitored against budget and any significant variances are reported accordingly.
- The annual budget and 3 year budget plan is approved by governors and reviewed on a regular basis throughout the year.
- Significant spending proposals are costed and presented to the Senior Leadership Team and the Trust Board for consideration and challenge.

TOWER HAMLETS ENTERPRISE ACADEMY

(A company limited by guarantee)

Governance Statement (Continued)

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Tower Hamlets Enterprise Academy Trust for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1st September 2023 to 31st August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

The Risk and Control Framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees
- regular reviews by the finance and general purposes committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks.

The board of trustees has decided to engage Validera as internal auditor.

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

- Governance.
- Risks.
- Internal control.

On annual basis, the auditor reports to the board of trustees, through the Finance, Resource and Audit Committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The agreed schedule of work has been delivered as planned. No material control issues were identified as a result of the work undertaken.

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

Governance Statement (Continued)

Review of Effectiveness

As accounting officer, the head teacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal auditor
- the work of the external auditor
- the financial management and governance self-assessment process or the school resource management self-assessment tool
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the board of trustees on 13 December 2024 and signed on its behalf by:



Nazim Ahmed
Chair of Trustees



Ashid Ali
Accounting Officer

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Tower Hamlets Enterprise Academy, I have considered my responsibility to notify the Academy Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement between the Academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2023, including responsibilities for estates safety and management.

I confirm that I and the Academy Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academy Trust Handbook 2023.

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



Ashid Ali
Accounting Officer
Date: 13 December 2024

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2024

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 13 December 2024 and signed on its behalf by:



Nazim Ahmed
Chair of Trustees

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TOWER HAMLETS ENTERPRISE ACADEMY

Opinion

We have audited the financial statements of Tower Hamlets Enterprise Academy (the 'academy') for the year ended 31 August 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TOWER
HAMLETS ENTERPRISE ACADEMY (CONTINUED)**

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TOWER HAMLETS ENTERPRISE ACADEMY (CONTINUED)

Responsibilities of trustees

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

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

Auditors' responsibilities for the audit of the financial statements

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

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

We considered the nature of the industry and its control environment, and reviewed the academy's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management about their own identification and assessment of the risks of irregularities

We obtained an understanding of the legal and regulatory framework that the academy's operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the UK Companies Act and tax legislation; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty.
- We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

- In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management, and external legal counsel concerning actual and potential litigation and claims, and

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TOWER
HAMLETS ENTERPRISE ACADEMY (CONTINUED)**

instances of non-compliance with laws and regulations; and- reading minutes of meetings of those charged with governance.

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

Other matters

We were appointed as auditors of Tower Hamlets Enterprise Academy Limited for the year ended 31 August 2024, and this is our first year of audit. The financial statements of the academy trust for the year ended 31 August 2023 were audited by another auditor, who expressed an unmodified opinion on those financial statements and on regularity in their report dated 27 December 2023.

Use of our report

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

Khan M Khan

RECKONER AUDIT LIMITED

Dalton House, 60 Windsor Avenue
London
United Kingdom
SW19 2RR

Date: Dec 22, 2024

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO TOWER
HAMLETS ENTERPRISE ACADEMY AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 26 June 2024 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Tower Hamlets Enterprise Academy during the year 1 September 2023 to 31 August 2024 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Tower Hamlets Enterprise Academy's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Tower Hamlets Enterprise Academy's funding agreement with the Secretary of State for Education dated 14 August 2014 and the Academy Trust Handbook, extant from 1 September 2023, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2023 to 2024. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2023 to 31 August 2024 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Review of management reporting documents
- Review of Trustees/Governors meeting minutes;
- Consideration of whether any personal benefit has been derived from the Academy Trust's transactions by staff or related parties;
- Consideration of the Academies Trust Handbook regularity requirements and related documents; and
- Review of internal controls.

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO TOWER
HAMLETS ENTERPRISE ACADEMY AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2023 to 31 August 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Reckoner Audit

Reckoner Audit (Dec 22, 2024 02:10 GMT)

Reporting Accountant
RECKONER AUDIT LIMITED

Date: Dec 22, 2024

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:						
Donations and capital grants	3	-	-	-	-	35,180
Other trading activities	5	111,361	16,862	-	128,223	98,824
Investments	6	-	12,000	-	12,000	-
Charitable activities	4	-	5,278,042	-	5,278,042	4,914,693
Total income		111,361	5,306,904	-	5,418,265	5,048,697
Expenditure on:						
Charitable activities	7	-	5,192,263	1,064,680	6,256,943	5,584,827
Total expenditure		-	5,192,263	1,064,680	6,256,943	5,584,827
Net income/(expenditure)		111,361	114,641	(1,064,680)	(838,678)	(536,130)
Transfers between funds	16	-	(143,967)	143,967	-	-
Net movement in funds before other recognised gains/(losses)		111,361	(29,326)	(920,713)	(838,678)	(536,130)
Other recognised gains/(losses):						
Actuarial (losses)/gains on defined benefit pension schemes	18	-	(30,000)	-	(30,000)	7,000
Net movement in funds		111,361	(59,326)	(920,713)	(868,678)	(529,130)
Reconciliation of funds:						
Total funds brought forward		104,600	2,001,921	10,851,421	12,957,942	13,487,072
Net movement in funds		111,361	(59,326)	(920,713)	(868,678)	(529,130)
Total funds carried forward		215,961	1,942,595	9,930,708	12,089,264	12,957,942

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 23 to 45 form part of these financial statements.

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)
REGISTERED NUMBER: 08632527

BALANCE SHEET
AS AT 31 AUGUST 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	13	9,930,708	10,914,136
		<u>9,930,708</u>	<u>10,914,136</u>
Current assets			
Debtors	14	380,700	531,062
Cash at bank and in hand		2,019,025	1,665,258
		<u>2,399,725</u>	<u>2,196,320</u>
Creditors: amounts falling due within one year	15	(241,169)	(152,514)
Net current assets		2,158,556	2,043,806
Total assets less current liabilities		<u>12,089,264</u>	<u>12,957,942</u>
Net assets excluding pension asset		<u>12,089,264</u>	<u>12,957,942</u>
Total net assets		<u><u>12,089,264</u></u>	<u><u>12,957,942</u></u>
Funds of the Academy			
Restricted funds:			
Fixed asset funds	16	9,930,708	10,851,421
Restricted income funds	16	1,942,595	2,001,921
Total restricted funds	16	<u>11,873,303</u>	<u>12,853,342</u>
Unrestricted income funds	16	215,961	104,600
Total funds		<u><u>12,089,264</u></u>	<u><u>12,957,942</u></u>

The financial statements on pages 20 to 45 were approved by the Trustees, and authorised for issue on 13 December 2024 and are signed on their behalf, by:



Nazim Ahmed
Chair of Trustees

The notes on pages 23 to 45 form part of these financial statements.

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash provided by operating activities		435,019	274,988
Cash flows from investing activities		(81,252)	(749,270)
Change in cash and cash equivalents in the year		353,767	(474,282)
Cash and cash equivalents at the beginning of the year		1,665,258	2,139,540
Cash and cash equivalents at the end of the year		<u>2,019,025</u>	<u>1,665,258</u>

The notes on pages 23 to 45 form part of these financial statements

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Academy, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

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

1.3 Income

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

- **Grants**

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

- **Donations**

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

- **Other income**

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

1.4 Expenditure

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1. Accounting policies (continued)

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Tangible fixed assets

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

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

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

The estimated useful lives are as follows:

Long-term leasehold property	- 50 years straight line
Furniture and equipment	- 5 years straight line
Computer equipment	- 3 years straight line

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

1.6 Debtors

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

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1. Accounting policies (continued)

1.7 Cash at bank and in hand

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

1.8 Liabilities

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

1.9 Pensions

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

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

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

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

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1. Accounting policies (continued)

1.10 Fund accounting

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

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

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

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at Thursday, March 31, 2022 has been used by the actuary in valuing the pensions liability at Saturday, August 31, 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

3. Income from donations and capital grants

	Restricted fixed asset funds 2024 £	Total funds 2024 £
	<i>Restricted fixed asset funds 2023 £</i>	<i>Total funds 2023 £</i>
Capital Grants	35,180	35,180

4. Funding for the Academy's charitable activities

	Restricted funds 2024 £	Total funds 2024 £
Educational Operation		
DfE/ESFA grants		
General Annual Grants	4,135,730	4,135,730
Other DfE/ESFA grants		
Pupil premium	226,619	226,619
Other ESFA grants	256,559	256,559
Teachers pay grant	41,856	41,856
Mainstream school additional grants	140,442	140,442
Rates funding	84,056	84,056
	4,885,262	4,885,262
Other Government grants		
Local Authority Grants	392,780	392,780
	392,780	392,780
	5,278,042	5,278,042
	5,278,042	5,278,042

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

4. Funding for the Academy's charitable activities (continued)

	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Educational Operation		
DfE/ESFA grants		
General Annual Grants	4,317,693	4,317,693
Other DfE/ESFA grants		
Pupil premium	214,094	214,094
Other ESFA grants	104,023	104,023
Mainstream school additional grants	58,518	58,518
Supplementary grants	116,168	116,168
Rates funding	68,096	68,096
	<u>4,878,592</u>	<u>4,878,592</u>
Other Government grants		
Local Authority Grants	36,101	36,101
	<u>36,101</u>	<u>36,101</u>
	<u>4,914,693</u>	<u>4,914,693</u>
	<u>4,914,693</u>	<u>4,914,693</u>

5. Income from other trading activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Catering	-	4,112	4,112
Letting	111,361	-	111,361
Other income	-	12,750	12,750
	<u>111,361</u>	<u>16,862</u>	<u>128,223</u>

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

5. Income from other trading activities (continued)

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Catering	-	33,810	33,810
Letting	41,950	-	41,950
Other income	218	22,846	23,064
	<u>42,168</u>	<u>56,656</u>	<u>98,824</u>

6. Investment income

	Restricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Pension income	12,000	12,000	-

7. Expenditure

	Staff Costs 2024 £	Premises 2024 £	Other 2024 £	Total 2024 £
Educational Operations:				
Direct costs	2,637,994	-	393,792	3,031,786
Allocated support costs	1,057,329	377,649	1,790,179	3,225,157
	<u>3,695,323</u>	<u>377,649</u>	<u>2,183,971</u>	<u>6,256,943</u>

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

7. Expenditure (continued)

	<i>Staff Costs 2023 £</i>	<i>Premises 2023 £</i>	<i>Other 2023 £</i>	<i>Total 2023 £</i>
Educational Operations:				
Direct costs	2,367,558	-	301,924	2,669,482
Allocated support costs	892,187	375,755	1,647,403	2,915,345
	<u>3,259,745</u>	<u>375,755</u>	<u>1,949,327</u>	<u>5,584,827</u>

8. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2024 £	Total 2024 £
Educational Operations	<u>6,256,943</u>	<u>6,256,943</u>

	<i>Restricted funds 2023 £</i>	<i>Total 2023 £</i>
Educational Operations	<u>5,584,827</u>	<u>5,584,827</u>

9. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Educational Operations	<u>3,031,786</u>	<u>3,225,157</u>	<u>6,256,943</u>

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

9. Analysis of expenditure by activities (continued)

	<i>Activities undertaken directly 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total funds 2023 £</i>
Educational Operations	2,669,482	2,915,345	5,584,827

Analysis of direct costs

	Educational Operations 2024 £	Total funds 2024 £
Staff costs	2,485,457	2,485,457
Education supplies	76,892	76,892
Educational consultancy	77,952	77,952
Exam fees	81,920	81,920
Staff development & training	18,107	18,107
Technology costs	20,387	20,387
Other direct costs	118,534	118,534
Agency supply costs	152,537	152,537
	<u>3,031,786</u>	<u>3,031,786</u>

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

9. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	<i>Educational Operations 2023 £</i>	<i>Total funds 2023 £</i>
Staff costs	2,297,049	2,297,049
Education supplies	77,272	77,272
Educational consultancy	60,766	60,766
Exam fees	49,250	49,250
Staff development & training	12,178	12,178
Technology costs	5,975	5,975
Other direct costs	96,483	96,483
Agency supply costs	70,509	70,509
	<hr/> 2,669,482 <hr/>	<hr/> 2,669,482 <hr/>

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational Operations 2024 £	Total funds 2024 £
Staff costs	1,006,493	1,006,493
Depreciation	1,064,680	1,064,680
Recruitment and support	68,412	68,412
Technology costs	67,559	67,559
Maintenance of premises and equipment	99,593	99,593
Non cash pension costs	(18,000)	(18,000)
Other premises costs	29,266	29,266
Energy costs	156,418	156,418
Rent and rates	91,372	91,372
Cleaning	62,477	62,477
Professional fees	10,239	10,239
Agency supply costs	68,836	68,836
Insurance	10,442	10,442
Security & transport	7,268	7,268
Other support costs	171,691	171,691
Governance costs	28,346	28,346
Catering	300,065	300,065
	<u>3,225,157</u>	<u>3,225,157</u>

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

9. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	<i>Educational Operations 2023 £</i>	<i>Total funds 2023 £</i>
Staff costs	838,692	838,692
Depreciation	1,039,908	1,039,908
Recruitment and support	65,770	65,770
Technology costs	55,853	55,853
Maintenance of premises and equipment	69,980	69,980
Non cash pension costs	7,000	7,000
Other premises costs	45,225	45,225
Energy costs	205,205	205,205
Rent and rates	74,613	74,613
Cleaning	55,299	55,299
Professional fees	38,863	38,863
Agency supply costs	53,495	53,495
Insurance	9,849	9,849
Security & transport	4,332	4,332
Other support costs	132,666	132,666
Governance costs	31,913	31,913
Catering	186,682	186,682
	<u>2,915,345</u>	<u>2,915,345</u>

10. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2024 £	2023 £
Operating lease rentals	6,900	-
Depreciation of tangible fixed assets	1,064,680	1,034,817
Fees paid to auditors for:		
- audit	12,500	6,325
- other services	3,250	3,240
	<u><u>1,082,330</u></u>	<u><u>1,044,382</u></u>

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

11. Staff

a. Staff costs

Staff costs during the year were as follows:

	2024	2023
	£	£
Wages and salaries	2,848,673	2,563,638
Social security costs	280,739	248,359
Pension costs	362,538	323,744
	3,491,950	3,135,741
Agency staff costs	152,537	70,509
Non cash pension costs	(18,000)	-
Agency support cost	68,836	53,495
	3,695,323	3,259,745

b. Staff numbers

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

	2024	2023
	No.	No.
Teachers	36	33
Administration & support	34	32
Management	5	5
	75	70

c. Higher paid staff

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

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

11. Staff (continued)

c. Higher paid staff (continued)

	2024	2023
	No.	No.
In the band £60,001 - £70,000	7	4
In the band £70,001 - £80,000	1	3
In the band £80,001 - £90,000	1	1
In the band £90,001 - £100,000	1	-
In the band £100,001 - £110,000	1	1

d. Key management personnel

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page . The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £787,083 (2023 - £534,520).

12. Trustees' remuneration and expenses

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

		2024	2023
		£	£
Ashid Ali	Remuneration	115,000 -	110,000-
		120,000	120,000
	Pension contributions paid	30,000 -	25,000 -
		35,000	30,000
Patrick Robinsin	Remuneration		25,000 -
			30,000
	Pension contributions paid		Nil
Fahmida Sultana	Remuneration	45,000 -	10,000 -
		50,000	15,000
	Pension contributions paid	10,000 -	0 - 5,000
		15,000	

During the year ended 31 August 2024, Trustee expenses amounting to £1,640 have been incurred (2023 - £1,595).

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

13. Trustees' and Officers' insurance

In accordance with normal commercial practice, the Academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10,000,000 on any one claim and the cost for the year ended 31 August 2024 was £10,442 (2023 - £9,849). The cost of this insurance is included in the total insurance cost.

14. Tangible fixed assets

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 September 2023	17,717,574	342,352	897,338	18,957,264
Additions	21,491	7,987	51,774	81,252
At 31 August 2024	17,739,065	350,339	949,112	19,038,516
Depreciation				
At 1 September 2023	6,934,913	319,873	788,342	8,043,128
Charge for the year	971,508	8,594	84,578	1,064,680
At 31 August 2024	7,906,421	328,467	872,920	9,107,808
Net book value				
At 31 August 2024	9,832,644	21,872	76,192	9,930,708
At 31 August 2023	10,782,661	22,479	108,996	10,914,136

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

15. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	96,162	66,420
Other debtors	210,730	401,290
Prepayments and accrued income	73,808	63,352
	<u>380,700</u>	<u>531,062</u>

16. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	86,960	43,791
Other taxation and social security	66,926	69,237
Accruals and deferred income	87,283	39,486
	<u>241,169</u>	<u>152,514</u>

	2024 £	2023 £
Deferred income at 1 September 2023	33,851	-
Resources deferred during the year	80,556	33,851
Amounts released from previous periods	(33,851)	-
	<u>80,556</u>	<u>33,851</u>

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

17. Statement of funds

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
Unrestricted funds						
General Funds - all funds	104,600	111,361	-	-	-	215,961
Restricted general funds						
GAG	1,727,925	4,135,730	(4,051,089)	(143,967)	-	1,668,599
Pupil premium	-	226,619	(226,619)	-	-	-
Other ESFA funding	-	256,559	(256,559)	-	-	-
Teachers pay grant	-	41,856	(41,856)	-	-	-
Mainstream school additional grants	-	140,442	(140,442)	-	-	-
Rates funding	-	84,056	(84,056)	-	-	-
Local authority grants	273,996	392,780	(392,780)	-	-	273,996
Other income	-	16,862	(16,862)	-	-	-
Pension reserve	-	12,000	18,000	-	(30,000)	-
	2,001,921	5,306,904	(5,192,263)	(143,967)	(30,000)	1,942,595
Restricted fixed asset funds						
Restricted fixed asset funds	10,851,421	-	(1,064,680)	143,967	-	9,930,708
Total Restricted funds	12,853,342	5,306,904	(6,256,943)	-	(30,000)	11,873,303
Total funds	12,957,942	5,418,265	(6,256,943)	-	(30,000)	12,089,264

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

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2024.

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

17. Statement of funds (continued)

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

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2023 £</i>
Unrestricted funds						
General Funds - all funds	62,432	42,168	-	-	-	104,600
Restricted general funds						
GAG	1,981,050	4,317,693	(3,884,263)	(686,555)	-	1,727,925
Pupil premium	-	214,094	(214,094)	-	-	-
Other ESFA grants	-	104,023	(104,023)	-	-	-
Mainstream school additional grants	-	58,518	(58,518)	-	-	-
Supplement-ary grants	-	116,168	(116,168)	-	-	-
Rates funding	-	68,096	(68,096)	-	-	-
Local Authority Grants	273,996	36,101	(36,101)	-	-	273,996
Other income	-	56,656	(56,656)	-	-	-
Pension reserve	-	-	(7,000)	-	7,000	-
	<u>2,255,046</u>	<u>4,971,349</u>	<u>(4,544,919)</u>	<u>(686,555)</u>	<u>7,000</u>	<u>2,001,921</u>
Restricted fixed asset funds						
Restricted fixed asset Funds	11,169,594	35,180	(1,039,908)	686,555	-	10,851,421
Total Restricted funds	<u>13,424,640</u>	<u>5,006,529</u>	<u>(5,584,827)</u>	<u>-</u>	<u>7,000</u>	<u>12,853,342</u>
Total funds	<u><u>13,487,072</u></u>	<u><u>5,048,697</u></u>	<u><u>(5,584,827)</u></u>	<u><u>-</u></u>	<u><u>7,000</u></u>	<u><u>12,957,942</u></u>

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

18. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	9,930,708	9,930,708
Current assets	215,961	2,183,764	-	2,399,725
Creditors due within one year	-	(241,169)	-	(241,169)
Total	215,961	1,942,595	9,930,708	12,089,264

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	10,914,136	10,914,136
Current assets	104,600	2,154,435	(62,715)	2,196,320
Creditors due within one year	-	(152,514)	-	(152,514)
Total	104,600	2,001,921	10,851,421	12,957,942

19. Pension commitments

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019.

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

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

19. Pension commitments (continued)

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

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

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

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222.200 million, giving a notional past service deficit of £39,800 million.

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028

The employer's pension costs paid to TPS in the year amounted to £276,081 (2023 - £256,202).

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

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

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

19. Pension commitments (continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £115,000 (2023 - £89,000), of which employer's contributions totalled £93,000 (2023 - £68,000) and employees' contributions totalled £22,000 (2023 - £21,000). The agreed contribution rates for future years are 23.8 per cent for employers and 5.5-12.5 per cent for employees.

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

Principal actuarial assumptions

London Borough of Tower Hamlets Pension Fund

	2024	2023
	%	%
Rate of increase in salaries	2.65	2.95
Rate of increase for pensions in payment/inflation	2.65	2.95
Discount rate for scheme liabilities	5.00	5.20

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

	2024	2023
	Years	Years
<i>Retiring today</i>		
Males	21.2	21.2
Females	23.7	23.8
<i>Retiring in 20 years</i>		
Males	21.1	21.2
Females	25.4	25.5

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

19. Pension commitments (continued)

Sensitivity analysis

London Borough of Tower Hamlets Pension Fund

	2024	<i>2023</i>
	£000	<i>£000</i>
Discount rate +0.1%	(19)	(16)
Discount rate -0.1%	19	16
Mortality assumption - 1 year increase	28	23
Mortality assumption - 1 year decrease	(28)	(23)
CPI rate +0.1%	19	16
CPI rate -0.1%	(19)	(16)

Share of scheme assets

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

	At 31 August 2024	<i>At 31 August 2023</i>
	£	<i>£</i>
Equities	705,870	661,510
Corporate bonds	153,450	39,850
Property	112,530	71,730
Cash and other liquid assets	51,150	23,910
Total market value of assets	1,023,000	<i>797,000</i>

The actual return on scheme assets was £111,000 (2023 - £6000).

The amounts recognised in the Statement of financial activities are as follows:

	2024	<i>2023</i>
	£	<i>£</i>
Current service cost	75,000	75,000
Interest income	(44,000)	(31,000)
Interest cost	32,000	31,000
Total amount recognised in the Statement of financial activities	63,000	<i>75,000</i>

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

19. Pension commitments (continued)

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

	2024 £	2023 £
At 1 September	797,000	690,000
Current service cost	75,000	75,000
Interest cost	32,000	31,000
Employee contributions	22,000	21,000
Actuarial losses/(gains)	97,000	(20,000)
At 31 August	1,023,000	797,000

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

	2024 £	2023 £
At 1 September	797,000	690,000
Interest income	44,000	31,000
Actuarial gains/(losses)	67,000	(13,000)
Employer contributions	93,000	68,000
Employee contributions	22,000	21,000
At 31 August	1,023,000	797,000

20. Contingent Asset

As at 31 August 2024, the actuarial valuation of the Local Government Pension Scheme was calculated as a surplus of £320,000 (2023: £227,000 surplus). As this valuation does not give rise to a virtually certain economic benefit for the trust, either in the form of a reduction in future contributions or a cash settlement, any surplus arising on the valuation is recognised solely as a contingent asset.

TOWER HAMLETS ENTERPRISE ACADEMY
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

21. Operating lease commitments

At 31 August 2024 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	9,200	-
Later than 1 year and not later than 5 years	13,800	-
	<u>23,000</u>	<u>-</u>

22. Members' liability

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

23. Related party transactions

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