

Company registration number 10360957 (England and Wales)

THE COMPASS PARTNERSHIP OF SCHOOLS
(A COMPANY LIMITED BY GUARANTEE)

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

THE COMPASS PARTNERSHIP OF SCHOOLS

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THE COMPASS PARTNERSHIP OF SCHOOLS

REFERENCE AND ADMINISTRATIVE DETAILS

Directors

H Lewis
L Perks (Appointed 30 January 2025)
O Ralston (Resigned 28 November 2024)
S Skidmore (Chair)
M Whitehead
N Fitzgerald
A Wasik-Hyde (Resigned 1 September 2024)
R Bansil (Resigned 4 July 2025)
S Hayward
Ms A Riddle
M Green (Appointed 1 September 2025)

Members

J Mackenzie - Blackman
A Brooks- Johnson
D Mbatha
F Aubrey- Smith
L Perks (resigned 30/01/2025)

Core Executive leadership team

J Camp	- CEO
J Gordon	- Co Head of School Effectiveness
M Bernard	- Co Head of School Effectiveness
K Jarrett-Shorter	- COO
J Daniels	- CFO
H Cunningham	- Director of Human Resources
P Wheeler	- Director of IT

Company registration number

10360957 (England and Wales)

Registered office

c/o Alderwood Primary School
Rainham Close
Eltham
London
SE9 2JB
United Kingdom

THE COMPASS PARTNERSHIP OF SCHOOLS

REFERENCE AND ADMINISTRATIVE DETAILS

Academies operated

	Location	Head
Boxgrove Primary School	Greenwich	C Rae
Kidbrooke Park Primary School	Greenwich	A Wilson
John Ray Infants	Braintree	L Christian
Alderwood Primary School	Greenwich	D Guy
Deansfield Primary School	Greenwich	C Daly
Halstow Primary School	Greenwich	N Tilley
Horn Park Primary School	Greenwich	J Green
South Rise Primary School	Greenwich	K Cutajar
Willow Dene School	Greenwich	R Harrison
Wingfield Primary School	Greenwich	R Silcock
Cann Hall	Clacton	W Byrne
John Ray Junior	Braintree	K Harrison
Notley Green	Braintree	E Saward
Shalford Primary School	Braintree	T Arding

Independent auditor

Azets Audit Services
First Floor
River House
1 Maidstone Road
Sidcup
Kent
DA14 5RH
United Kingdom

Bankers

Lloyds Bank
39 Threadneedle Street
London
EC2R 8AU
United Kingdom

Solicitors

Stone King LLP
Upper Borough Court
Upper Borough Walls
Bath
Somerset
BA1 1RG
United Kingdom

THE COMPASS PARTNERSHIP OF SCHOOLS

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2025

The Directors present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2024 to 31 August 2025. The annual report serves the purposes of both a trustees' report, and a directors' report and strategic report under company law.

The Trust operates 15 schools, including 2 all through special schools, one of which opened 1st September 2025. The schools are situated in the areas of Greenwich, Braintree & Clacton. Its academies have a combined pupil capacity of 5656 and a roll of 5092 as at the 4 October 2025.

Structure, governance and management

Constitution

The Multi 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 Multi Academy Trust.

The Directors are the trustees of The Compass Partnership of Schools and are also the directors of the charitable company for the purposes of company law. Details of the Directors who served during the year are included in the Reference and Administrative Details on page 1.

The Compass Partnership of Schools was incorporated on 6th September 2016. As at the 31st August 2025 it comprised fourteen schools. All schools have kept their original names. 6 of the Greenwich schools obtained academy status on 1/07/17. Wingfield Primary converted on 01/04/2021. Cann Hall, John Ray Jnr, Shalford & Notley Green joined the Trust on 01/01/22, Boxgrove Primary and Kidbrooke Park Primary joined the Trust on 01/11/23 and John Ray Infants joined on 01/07/24.

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.

Method of recruitment and appointment or election of Directors

The members of the multi-academy trust shall comprise the signatories to the Memorandum and any person appointed under Article 16.

The number of Directors shall be not less than 3, but shall not be subject to a maximum. Members will be appointed by the Directors.

Each Trust school shall have its own local school committee, with the exception of John Ray Junior and Shalford Primary School who have a shared local school committee. The LSC composition can vary between schools, but the intention is to have each LSC comprising of no more than 12 members. For an LSC with 12 members, the composition is as follows:

- At least to 2 elected parent governors
- 1 staff governor
- Head Teacher / Head of school
- 6 co-opted governor
- Up to 2 board appointed governors (appointed for the skills they can bring contribute to the effective governance and success of the academy)

The first Directors of The Compass Partnership of Schools shall be those persons named in the statement delivered pursuant to sections 9 and 12 of the Companies Act 2006.

Each of the persons entitled to appoint members above shall have the right, from time to time by written notice delivered to the Office, to remove any Member appointed by them and to appoint a replacement member to fill a vacancy whether resulting from such removal or otherwise.

The term of office for any Director shall be 4 years.

THE COMPASS PARTNERSHIP OF SCHOOLS

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Policies and procedures adopted for the induction and training of Directors

During the period under review the Trust Board of Directors held 8 full Directors meetings. All relevant Directors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Directors. There is an induction programme for new trustees which includes a one on one meeting with the Chair of the Board and a meeting with the Executive Team. Most Trustees also sit on at least one of the Committees.

Organisational structure

The structure consists of five management levels: The Compass Partnership of Schools Directors Board, The Core Executive Leadership Team, the Trust Business team, the Local School Committee and the individual School Leadership Teams. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels. This structure sits within an overall framework of principles that ensures core functions are standardised whilst a degree of school autonomy and individual character is maintained so that local solutions to local issues can be quickly developed and have immediate impact. The current management structure is the outcome of an evolutionary process that took place over the 6 years the partnership developed as a maintained group of schools.

The Compass Partnership of Schools' Directors Board are responsible for setting general policy, adopting an annual plan, budget monitoring by the use of budget reports, and for making major decisions about the direction of The Compass Partnership of Schools' capital expenditure and senior staff appointments.

The individual school's Leadership Team consists of the Headteacher/Head of School, Deputy Heads and Assistant Heads of School. These leaders control the school at school level, implementing the policies laid down by themselves, the local school committee, the Executive Team or The Compass Partnership of Schools Directors' Board. As a group, the Senior Leadership Team is responsible for the authorisation of spending within agreed budgets, and the appointment of non-senior staff. Appointments of senior leader posts requires Director's authorisation.

Arrangements for setting pay and remuneration of key management personnel

The setting of the pay and remuneration for the Chief Executive Officer is devolved from the Compass Directors Board to a panel responsible for CEO performance management. The pay of the CEO is set within the limits outlined in the National Teachers Pay and Conditions document. This process is externally facilitated by significant system leaders and experts in their field and validated to ensure it is robust and challenging. The pay of the CEO is also benchmarked against equivalent roles and Trusts across the sector, with pay set within the median of the range.

The pay and remuneration of the Executive Team below CEO level is set by the Trustees and is aligned with the National Teachers Pay and Conditions Document. This process is externally facilitated and validated to ensure it is robust and challenging. The pay of the executive team is also benchmarked against equivalent roles and Trusts across the sector, with pay set within the median of the range.

Head Teacher pay within all Trust schools is set using the formula within the School Teachers Pay and Conditions Document, applicable at the time of appointment. A panel consisting of members of the Executive Team and the Local School Committee will set the exact pay within the pay range identified within the pay and conditions document. Recommendations are then made to the CEO and the Trustee Pay and Personnel Committee who ratify all senior leader pay decisions.

No leader in The Compass Partnership of Schools' is paid more than 25% above the leadership scale, in line with national recommendations – including the CEO. Current pay levels have been inherited on conversion from maintained school status and there has been no pay progression for senior staff since the group became a multi academy trust.

THE COMPASS PARTNERSHIP OF SCHOOLS

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	2
Full-time equivalent employee number	1.60

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	-
1%-50%	2
51%-99%	-
100%	-

Percentage of pay bill spent on facility time

Total cost of facility time	24,303
Total pay bill	39,362,039
Percentage of the total pay bill spent on facility time	0.06%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	20%
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Engagement with employees

The Compass Partnership of Schools Trust is committed to ensuring equality in employment. We ensure that our recruitment process is inclusive and accessible by:

Making job adverts accessible

Providing job details in accessible formats when requested e.g.; large print

Accepting applications in alternate formats e.g. paper form

Promoting our vacancies through a range of channels

Providing reasonable adjustments as required

Ensuring against discrimination

Undertaking 'blind' shortlisting

We support existing employees who acquire a disability or long-term health condition, enabling them to stay in work wherever possible.

Engagement with suppliers, customers and others in a business relationship with the Multi Academy Trust

The Trust fosters a desire to work in partnership with its suppliers, businesses, parents and the wider community.

Related parties and other connected charities and organisations

The Trust is not part of a soft federation

The Trust works closely with professional partners such as the Confederation of School Trusts.

The Trust works in close partnership with the Royal Borough of Greenwich.

THE COMPASS PARTNERSHIP OF SCHOOLS

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Objectives and activities

Objects and aims

The Compass Partnership of Schools developed from the original group of 7 maintained schools under the executive leadership of the CEO. We are a forward thinking, innovative and creative school group, committed to achieving excellence within meaningful and empowering contexts for learning. Fundamental to our ethos is an understanding that the way we organise our schools for learning is key to educating children for the world we would wish to see them develop and thrive in. We are committed to narrowing the gap in attainment between those who have been disadvantaged and those who have not.

As a multi-academy trust, The Compass Partnership of Schools aims to retain its identity as a group, as well as to protect the unique characters of each of our schools with an agreed framework of principles and values. We firmly believe that collaboration should not equate to 'sameness'. We are clear that we need to be unwavering about the right things and have a strong compliance framework that ensures curriculum is strong, teaching is excellent, and expectations are high. Our operational model is understood by all and ensures we are focused on developing high quality systems, policies and procedures that enable us to deliver the absolute best outcomes for all. We are passionate about meeting the needs of children with increasingly complex needs and ensuring they have onward pathways that motivate and engage them.

As the Trust continues to evolve and expand, we aim to ensure that our Constitution and Articles frame our collective aspirations for the future of our schools, while centering them at the heart of their communities. We aim to be a group of schools that develops local hubs in a range of locations – ensuring our schools are an integral part of education provision in a number of regions.

The Compass Partnership of Schools stands for partnership, excellence and opportunity. We aim to shape the world by empowering children to make it a more just, equitable and sustainable place for future generations to prosper in. Our values of optimism, ambition and resilience underpin everything that we do.

The Compass Partnership of Schools is passionate about securing the highest standards of provision and achievement for all children. We are committed to achieving this by creating a fully inclusive environment that actively promotes social justice and equality. We provide this through a high-quality knowledge-rich curriculum and the creation of cognitively challenging contexts for learning that develop children's desire to learn. We believe that by encouraging children to become agents of their own learning, they are empowered to become autonomous and independent, and to respond to a range of challenges. This in turn enables them to grow into responsible citizens who are able to contribute to today's society in a way that maximises their strengths and individual characters.

Objectives, strategies and activities

As a group of schools, we develop ambitious, challenging and knowledge-rich curricula that enable all children to flourish socially, spiritually, culturally, emotionally and academically. Whilst high academic attainment is important for all children's life chances, we also believe in the importance of providing a rich experience of the arts and physical development.

The Compass Partnership of Schools is committed to the very highest professional standards. We value individuality and promote the unique ethos of each school, firmly at the heart of its community. Through collaboration, we seek to build on the strengths that exist within each school so that our collective intellectual capital benefits our broader Compass community.

THE COMPASS PARTNERSHIP OF SCHOOLS

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

The Trust Commitments

- Commitment to achieving the highest standards of inclusive provision and outcomes for all children.
- Commitment to the aims, values and ethos of the Trust.
- Commitment to the Articles, Scheme of Delegation and financial contribution (through the top-slice agreement) of the Trust.
- Commitment to the Compass Principles, curriculum, pedagogical and assessment frameworks
- Commitment to all jointly agreed operating policies and procedures.
- Commitment to all Trust identity agreements to ensure consistency across the Trust, whilst protecting individuality and school identity.
- Commitment to locally-focused admissions criteria and nationally agreed procedures for children who are hard to place – Fair Access Protocols.
- Commitment to working in partnership with parents, carers and the local community, to ensure schools are responsive to their aspirations for their children.
- Commitment to promoting the strengths of the Trust and the benefits of collaborative development, working across the group for the good of the whole.
- Commitment to sharing staff expertise, responding to the needs of the Trust, and jointly finding solutions.
- Commitment to working with schools beyond our immediate partnership.
- Commitment to teacher and support staff pay and conditions, and to professional learning for all.
- Commitment to respecting the environment and to developing green, sustainable ways of working.

Externally validated school reviews evaluate the extent to which principles are embedded and impacting positively on provision and outcomes for all pupils.

Public benefit

The Directors have complied with their duty to have due regard to the guidance on public benefit issued by the Charity Commission in exercising their powers and duties.

The Trust adopts the admission policies of the Local Authority in which it works.

THE COMPASS PARTNERSHIP OF SCHOOLS

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Strategic report

Achievements and performance

Pupils enter the schools from a wide range of social, cultural and economic backgrounds. The school's pride themselves on being inclusive.

See below for the percentage of pupils eligible for free school meals, from ethnic minority backgrounds and on the Special Educational Needs register for each school:

	% eligible for Free School Meals	% of pupils from ethnic minority backgrounds	% of Children on the SEN register
Alderwood	57.63%	15.38%	24.86%
Boxgrove	35.00%	67.00%	25.00%
Cann Hall	22.40%	7.45%	16.63%
Deansfield	12.43%	43.44%	11.58%
Halstow	14.00%	65.40%	18.70%
Horn Park	45.25%	63.00%	23.00%
John Ray Infants	19.04%	33.01%	15.87%
John Ray Junior	29.03%	28.57%	21.55%
Kidbrooke Park	42.55%	61.80%	32.00%
Notley Green	10.91%	16.75%	12.00%
Shalford	21.92%	10.96%	12.33%
Wingfield	16.90%	79.00%	38.97%
Willow Dene	55.15%	74.75%	100.00%
South Rise	54.00%	20.40%	27.86%

To ensure that standards are continually raised the schools operate a programme of internal and external reviews of curriculum areas and have an external quality assurance review provided by our Local Authority Improvement Partner in collaboration with the Eko Trust.

The individual academies within the Compass Partnership of Schools are judged by Ofsted as follows:

- Alderwood as 'Good'
- Boxgrove as 'Good'
- Cann Hall as 'Good'
- Deansfield as 'Outstanding'
- Halstow as 'Good'
- Horn Park as 'Good'
- John Ray Infants as 'Good'
- John Ray Juniors as 'Good'
- Kidbrooke Park as 'Good'
- Notley Green as 'Good'
- Shalford as 'Good'
- South Rise as 'Good'
- Wingfield as 'Outstanding'
- Willow Dene as 'Outstanding'

THE COMPASS PARTNERSHIP OF SCHOOLS

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Key performance indicators

The main KPI is the Ofsted Framework for Inspection and the Trust Strategic Plan. Inspectors must judge the quality of education provided in the school. This is the overarching judgement. The Trust Strategic Plan also sets out specific KPIs for the Trust over the next 7 years.

In order to make a judgement about the quality of education provided in the school, inspectors must first make four key judgements. These are:

- the achievement of pupils at the school
- the quality of teaching in the school
- the behaviour and safety of pupils at the school
- the quality of leadership in and management of the school

In addition, inspectors must also consider:

- the spiritual, moral, social and cultural development of pupils at the school
- the extent to which the education provided by the school meets the needs of the range of pupils at the school, and in particular the needs of:
 - pupils who have a disability for the purposes of the Equality Act 2010
 - pupils who have special educational needs.

2024 - 2025 saw continued strong performance across all academies in key national tests and assessments. The percentage of children achieving combined expected at the end of KS2 is 78% - 16% above the national combined. Children who have been disadvantaged perform, on average, higher than all pupils nationally and the gap between them and their peers in the Trust is half that of the national gap. There is strong performance across all key stages which is further evidence of the impact of strong leadership, pedagogy, curriculum and assessment across all schools and both regions in the Trust,

Attendance across the Trust continues to improve and is above national averages and persistent absence is reducing steadily and is below national average levels too.

The quality of provision and outcomes across the Trust were also confirmed in 6 OfSTED inspections this year, with Inclusion and SEND highlighted as a significant strength of each academy. This is testament to the continued strength of SEND leadership across the Trust.

The financial year has been very challenging due mainly to uncertainty around funding and staffing costs. However, due to the prudent nature of our budgeting and special needs additional funding the Trust retained a stronger surplus than expected. The Board has monitored income and expenditure on a school-by- school basis regularly. Discussion has focused on SEND funding, the predicted outturn forecast at the end of the year and general variance analysis.

The Board have used census data as one of their KPI's to assess possible issues with pupil numbers. Pupil numbers across the Trust are quite stable, however this covers up some schools that have reducing numbers in the Greenwich area, while numbers in Essex have increased.

The management accounts show Staffing Costs as a ratio % of total income on both an individual and consolidated basis. The strategic plan has set mainstream schools to be below 78% and this was achieved within the year.

Financial KPIs:

- Budgets are managed effectively for sustainability with 3-year forecasting. This underpins effective long-term planning and helps develop strong financial cashflow with which to support outcomes.
- Use of SCA across the school estates ensures that the most high-level health and safety priorities are addressed according to funding available.
- Budgets are managed effectively for sustainability with 3-year forecasting underpinning effective long-term planning.
- Maintain a positive cashflow position.
- Support all schools in ensuring their staff spend as a percentage of their budget is no more than 78%.
- Support all schools in setting and maintaining in-year balanced budgets while meeting strong outcomes.

THE COMPASS PARTNERSHIP OF SCHOOLS

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Going concern

After making appropriate enquiries, the Board of Directors has a reasonable expectation that the Multi Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Board of Directors 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.

Protecting the success of the Multi Academy Trust

The Trust ensures that any long term decision is financially sustainable and undertakes a thorough review of risk as part of its decision-making processes.

The Trust undertakes an annual staff survey and analyses and acts on responses. An Employee Assistance Service is available for free to support staff with health, legal and financial matters. We also work with unions and meet regularly through our JNC.

The Trust fosters a desire to work in partnership with its suppliers, businesses, parents and the wider community.

The Trust has remained available to its communities throughout this period and will continue to support parents, families and the wider community. The Trust has begun work with Let's Go Zero as part of its wider environmental priorities. Photocopiers and printers have been centrally procured and technology enables the trust to monitor volumes of printing, the SharePoint system enables staff to collaborate electronically and further reduces the need to print.

We continue to strive to maintain a good reputation for high standards and to conduct ourselves in line with the Nolan Principles of public life.

The Trust have a Code of Conduct in place which is observed by all members.

The Trust has continued to develop the school estates through the allocation of SCA and regular reviews with estates specialists.

Financial review

The principal source of Academy's income is obtained from the Department of Education (DfE) formerly the Education, Skills Funding Agency (ESFA) in the form of General Annual Grant (GAG), the use of which is restricted to the Trusts educational objectives, some of which are restricted to particular purposes. For the year ended 31st August 2025 the Trust received £56,878k (2024: £47,291k) of GAG and other funding. A high percentage of this income is spent on wages and salaries and support costs to deliver the Trusts primary objective of the provision of education

During the period ended 31 August 2025, total expenditure of £54,804k (2024: £48,315k) was spent on general running costs and transfers from unrestricted reserves amounted to £nil (2024:£1,880k). The excess of income over expenditure for the period (excluding restricted fixed asset funds and transfers to restricted fixed asset funds) was £3,537k (2024: 1,240k).

The Statement of Financial Activities shows a surplus £2,622k (2024: £33,100k). This includes an actuarial surplus on the defined pension of £752k (2024: £57k) and donated assets of £nil (2024:£34,067k) from the conversion of Boxgrove Primary School, Kidbrooke Park Primary School and John Ray Infants School. The significant change in the pension is due to changes in valuation as set out in note 21.

The Trusts unrestricted reserves brought forward were £4,208k and the carry forward was £5,469. The surplus for year on the income fund is therefore £1,261k (2024: £169k Surplus). The Trust also has a further £1,530k (2024: £30k) within its GAG fund carry forward.

The Academy also receives grants for capital projects from the ESFA. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2015), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

THE COMPASS PARTNERSHIP OF SCHOOLS

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

At 31 August 2025 the net book value of fixed assets was £128,933k (2024: £129,469k). Movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the trust was recognising a significant pension scheme deficit of £752k in 2024 but is £nil as at 31 August 2025.

The Trust Board has made a decision to invest £700k from reserves into a new roof for Boxgrove Primary school over the last 18 months, and this project finished in the year. Some of the reserves needed were provided by a surplus on conversion, with the rest being met out of the central reserve. The Trust expect its current financial position to continue to meet the needs of its schools and its strong cash flow position to continue into 2025/26.

Reserves policy

The Directors review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Directors have determined that the appropriate level of free reserves should be equivalent to 7% of income, or £4,065k. Following the year end the Board review reserves for the ability to use them to improve the environment and outcomes in Schools. Previously agreed surplus funded projects have continued to be completed across the year. The Trust projects have included roofing projects, toilet refurbishing and internal redecoration.

The reason for setting an appropriate level of reserves is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. An example of this in the coming year will be the upfront payment of costs on a project with the DfE to address RAAC at Cann Hall Primary School in Clacton. The Academy's current level of unrestricted reserves of £5,469k (2024: £4,208k) (total funds less the amount held in fixed assets and restricted funds). The Trustees review the reserves in the Autumn term and offer schools the ability to use some funds to for 1 year projects to support outcomes or environment or assess urgent Estates requirements. The Board will review the requests from schools, on projects of up to £100,000, following the finalisation of the annual accounts.

The Academy held fund balances at 31 August 2025 of £136,462k (2024: £133,840k) comprising £130,993k (2024: £129,632k) of restricted funds and £5,469k (2024: £4,208k) of unrestricted general funds. Of the restricted funds, £128,933k (2024: £129,468k) is represented by tangible fixed assets and £530k of unspent capital funding (2024: £886k) and unspent revenue grants of £1,530k (2024: £30k). The Pension reserve which is considered part of restricted funds was £nil (2024: £752k in deficit).

Investment policy

Under the Memorandum and Articles of Association, the Academy has the power to invest funds not immediately required for its own purposes, in any way the Directors see fit. The organisation has a positive cash balance to cover eventualities and unforeseen expenses. During the year the Trust opened savings accounts and put money on Term deposit to maximise the interest it received. The banking facilities are reviewed on a regular basis.

THE COMPASS PARTNERSHIP OF SCHOOLS

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Principal risks and uncertainties

The principal risks to The Compass Partnership of Schools are:

1. Failure to achieve the highest quality standards for children. In order to mitigate this risk Directors ensure high quality recruitment and performance management of all senior staff. All systems and processes are focussed on school improvement, there is a rigorous monitoring and accountability system focussing on children's outcomes.
2. The rising costs of staff pensions and other staff costs.
3. Pupil numbers in some schools remain a risk
4. Cyber security
5. The impact of climate change

The Compass Partnership of Schools has a risk register that lists the key risks and discusses mitigating factors. This is reviewed on a termly basis both in terms of ensuring that the mitigating factors are still relevant and whether any of the action plans need reviewing.

The Board is regularly updated by the Head of Estates on estates management. The approach to this has been to have 3-year plans reviewed for all schools and to work with a third party to project manage the best use of our SCA funding. This sits along with annual H&S audits undertaken by our competent person service and termly premises compliance reviews. Compliance is logged on the Every system.

Risk management

The Directors have assessed the major risks to which the Multi Academy Trust is exposed, in particular those relating to specific teaching, provision of facilities and other operational areas of the trust and its finances. The Directors have implemented a number of systems to assess risks that each school faces, especially in 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 to maintain strict safeguarding protocols and manage risk. Any prospective school joining the trust has a full due diligence review to minimise any future risk to the organisation. Where there is significant financial risk the trust has ensured there is adequate insurance cover. The Compass Partnership of Schools has an effective system of internal control as described in the Trust Financial Procedures.

Financial and risk management objectives and policies

The financial risks to which the multi-academy trust is exposed to relate primarily to:

1. Change in government legislation
2. Potential of reduced funding and cash flow
3. Reduction in student numbers

A risk also arises in relation to the defined benefit pension scheme, due to the fact that there is a deficit of £nil (2024: £752k).

Fundraising

The academy trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Directors.

Streamlined energy and carbon reporting

	2025	2024
	kWh	kWh
<i>Energy consumption</i>		
Aggregate of energy consumption in the year		
- Gas combustion	4,007,429	3,479,344
- Fuel consumed for transport	38,193	26,893
- Electricity purchased	1,383,118	1,370,295
	<u>5,428,740</u>	<u>4,876,532</u>

THE COMPASS PARTNERSHIP OF SCHOOLS

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

	2025	2024
	metric tonnes	metric tonnes
<i>Emissions of CO2 equivalent</i>		
Scope 1 - direct emissions		
- Gas combustion	733.00	636.00
- Fuel consumed for owned transport	9.29	7.00
	<hr/>	<hr/>
	742.29	643.00
Scope 2 - indirect emissions		
- Electricity purchased	285.65	283.00
Scope 3 - other indirect emissions		
- Fuel consumed for transport not owned by the Multi Academy Trust	2.60	2.00
	<hr/>	<hr/>
Total gross emissions	1,030.54	928.00
	<hr/> <hr/>	<hr/> <hr/>
<i>Intensity ratio</i>		
Tonnes CO2e per total occupied floor space	0.02	0.04
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Quantification and reporting methodology

We have followed 2019 HM Government environmental reporting guidelines to ensure compliance with the SECR requirements. The DEFRA issued "Greenhouse gas reporting: conversion factors 2022" conversion figures for CO2e were used along with the fuel property figures to determine the kWh content for Fleet.

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in Kgs CO2 equivalent per M2. The chosen intensity measurement ratio is Area of occupied space M2.

Measures taken to improve energy efficiency

The Compass Partnership of Schools continue to strive for energy and carbon reduction arising from their activities.

Use of energy efficiency capital funding

The Partnership is currently in phase 5 of using allocated energy efficiency capital funding. £70,000 has been spent across the portfolio on projects providing insulation to pipes, thermostat and sensory replacement, replacement of water heaters and upgrading of lighting. The next phase will continue along the same lines.

Boiler replacements

The 24/25 SCA grant has been spent replacing old/obsolete equipment for new efficient boilers at the Notley Green school and Horn Park (the latter being invested with £35,000 of the Partnership's own reserves).

Measures proposed for 2025/2026

Use of 25/26 SCA grant

The 25/26 SCA grant will be used to replace windows across the school in John Ray Junior, contributing to a reduction in heating costs and subsequent carbon emissions.

THE COMPASS PARTNERSHIP OF SCHOOLS

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Plans for future periods

The Trust will continue striving to improve the levels of performance of its pupils at all levels and will continue its efforts to ensure its students are fully prepared for the next stages in their school lives. At Board level the Trust will work with local authorities, the Department for Education, and individual schools to grow the number of schools at a manageable rate and centred on our hub model. The hub model allows for meaningful collaboration within a geographical locality and ensures progress is sustained in all schools.

The schools know their strengths and weaknesses based on continual self-assessment. External validation through an annual programme of review- is well used to formulate developments. The School Development Plan is succinct and well-focussed on key developmental areas and sits within the wider Trust Three Year Strategic Plan.

Subject areas that are underperforming are challenged and supported so that improvements are made. Colleagues that require support to improve their own professional practice are similarly challenged and supported. Interventions for pupils are thorough, although these are being modified to focus even more clearly of key strategic areas for improvement.

The Compass Partnership of Schools is committed to the continual professional learning of all groups of staff. We have an extensive programme of in-house development programmes and support staff at all levels with career progression and learning. We are committed to the highest standards of professional learning as we know it is this that makes a difference to pupil engagement and outcomes.

We are currently working with the Royal Borough of Greenwich on a free school project to deliver a special school split across two campus. The secondary phase opened in September 2025, with the primary phase opening in temporary accommodation in September 2026, with the building being available in 2029.

The Trust continues its journey of growth and development and will merge with the EKO partnership in the coming year. The expected date for this to go ahead is 1st April 2026.

Auditor

In so far as the Directors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Directors 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.

A resolution proposing that Azets Audit Services be reappointed as auditor of the charitable company will be put to the members.

The Directors' report, incorporating a strategic report, was approved by order of the Board of Directors, as the company directors, on 11 December 2025 and signed on its behalf by:

S Skidmore
Chair

THE COMPASS PARTNERSHIP OF SCHOOLS

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2025

Scope of responsibility

As Directors, we acknowledge we have overall responsibility for ensuring that The Compass Partnership Of Schools 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.

The Board of Directors has delegated the day-to-day responsibility to the CEO, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Compass Partnership Of Schools and the Secretary of State for Education. The accounting officer is also responsible for reporting to the Board of Directors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Directors' Report and in the Statement of Directors' Responsibilities. The Board of Directors has formally met 8 times during the year. Attendance during the year at meetings of the Board of Directors was as follows:

Directors	Meetings attended	Out of possible
H Lewis	4	8
L Perks (Appointed 30 January 2025)	4	5
O Ralston (Resigned 28 November 2024)	0	1
S Skidmore (Chair)	8	8
M Whitehead	8	8
N Fitzgerald	7	8
A Wasik-Hyde (Resigned 1 September 2024)	0	0
R Bansil (Resigned 4 July 2025)	4	8
S Hayward	7	8
Ms A Riddle	7	8
M Green (Appointed 1 September 2025)	0	0

In the period 1 September 2024 to 31 August 2025:

- The Board has undertaken the annual review of the Scheme of Delegation, continues work on its governance framework, undertaken the performance management of the CEO, Executive Headteachers and COO, and continued with the day-to day oversight of the group of schools.
- The Trust's data management and reporting system is highly effective and facilitates challenge.
- The Trust is committed to externally reviewing its work every three years

The Board met 8 times in the year. The business committee met on 4 occasions and the audit and risk committee also met on 4 occasions. The Pay & Personnel (sub-committee of Business) met on 3 occasions, Standards Committee met on 4 occasions and the Trust Development Committee met 4 times. There is a continued dialogue between the committees and the full Board and any issues or concerns are also discussed as and when required.

Conflict of Interests

The Trust maintains a conflict of interest policy which is kept under regular review by the Board. A register of business interests is published on the Trust and school websites. Trustees and governors must declare any interests at the start of meetings. The Audit & Risk Committee are responsible for maintaining oversight and scrutiny of the process. If a conflict were to arise the circumstances would be discussed by the Audit and Risk Committee and a decision taken on the appropriate course of action.

Business Committee

The business committee is a sub-committee of the main Board of Directors. Its purpose is to ensure the appropriate use of trust funds in accordance with Financial Policy and Governance. It will review and recommend budgets to the Board and to monitor through the production of monthly management accounts.

THE COMPASS PARTNERSHIP OF SCHOOLS

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Attendance at meetings in the year was as follows:

Directors	Meetings attended	Out of possible
H Lewis	3	4
L Perks (Appointed 30 January 2025)	3	3
S Skidmore (Chair)	3	4
M Whitehead	4	4
N Fitzgerald	3	3

Audit Committee

The audit committee is a sub-committee of the main Board of Directors.

The audit and risk committee purpose is to review all documents involving internal and external audit, risk and financial policies. It will appoint and set the program and review the outcomes from internal audit. It will appoint, review planning, receive and review the management letter produced by the external auditor

The audit and risk committee will also review levels of risk and financial policies.

Attendance at meetings in the year was as follows:

Directors	Meetings attended	Out of possible
O Ralston (Resigned 28 November 2024)	1	1
N Fitzgerald	3	3
S Hayward	3	4
Ms A Riddle	4	4

Review of value for money

The Board is focussed on ensuring value for money for the Trust is achieved. Joint procurement opportunities are explored and quotes are sought in accordance with the scheme of delegation to ensure that prices are competitive, whilst ensuring good quality is achieved.

As accounting officer, the CEO has responsibility for ensuring that the Multi 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 Trust's use of its resources has provided good value for money during each academic year, and reports to the board of directors where value for money can be improved, including the use of benchmarking data where available.

The Accounting Officer for the Trust has delivered improved value for money during the year by:

- 1) Using a procurement company to support a re-tender of catering across all schools
- 2) Using a government framework to procure IT and telephones
- 3) Staff in Essex working across more than 1 school to maximise specialist resource

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 Multi 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 The Compass Partnership Of Schools for the period 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

THE COMPASS PARTNERSHIP OF SCHOOLS

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Capacity to handle risk

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

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Directors;
- regular reviews by the business 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 Trust has considered the need for a specific internal scrutiny function and have appointed Alan Patient & Co Limited to support its review of financial control across payroll across all schools in the Trust. Their role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems.

In particular the checks carried out in the current period include

- Cashflow, Banking and financial oversight
- Human Resources

Alan Patient & Co Limited reported to the Board of Trustees and this was reviewed at the Audit & Risk Committee on 2nd October 2025. The Trust confirms the internal auditor has delivered their schedule of work as planned and raised four medium risks. The first two are being addressed by a rolling monthly cashflow and comparison to actual, the third related to a debt policy distinguishing between student debt and that from the Local Authority and the fourth required accounts for new schools to be minuted properly at the business committee in line with the policy. The review of Human resources is pending.

The Audit and Risk Committee prepared an assurance report for the Board covering the other areas of assurance and outcomes being monitored outside of standards and financial and these are summarised below:

Type of Review	Reviewer	Schools reviewed
Safeguarding- based on Ofsted handbook, LA and safeguarding case reviews	Internal Exec Head	All schools except those that had Ofsted in the last 12 months (Notley Green, John Ray Jnr,,South Rise and Deansfield)
Health & Safety- third party on site review of individual school health & safety practice	WorkNest external provider	All Schools
HR internal compliance and follow up	Internal central HR	All schools
DPO audits	DPO Centre external provider	All schools

THE COMPASS PARTNERSHIP OF SCHOOLS

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

The Trust also has assurance on educational standards that is reported to the Board Sub Committee. These are summarised below:

Type of Review	Reviewer/s	Schools
Support and Challenge Meetings as part of School Improvement Monitoring this is focused on the quality of provision and outcomes, leading to areas for improvement.	Led by EHTs	All mainstream schools have regular monitoring and support and challenge by their EHT.
Compass/EKO Review Process - a full review facilitated by a partnership with EKO Multi- Academy Trust	All are led by Sophie Powell, EHT alongside other Compass HTs and an EHT from EKO Trust	Alderwood, Horn Park, Kidbrooke Park, Boxgrove, Shalford Primary School
Peer Review	All Peer Reviews are led by Ross Silcock, EHT alongside Compass Headteachers and leaders	Shalford, Deansfield, Wingfield, South Rise, John Ray Junior
Challenge Partners Review	Challenge Partner Reviewers	Willow Dene School
11 schools had reviews and 6 schools also had Ofsted Inspections.		

The Board view the internal scrutiny across the Trust as risk focused and the outcomes of reports to be monitored.

Review of effectiveness

As accounting officer the CEO 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;
- the work of the executive managers within the Multi 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 committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Conclusion

Based on the advice of the Resources and Audit Committee and the Accounting Officer, the board of trustees is of the opinion that the academy trust has an adequate and effective framework for governance, risk management and control.

Approved by order of the Board of Directors on 11 December 2025 and signed on its behalf by:

S Skidmore
Chair

J Camp
Accounting Officer

THE COMPASS PARTNERSHIP OF SCHOOLS

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2025

As accounting officer of The Compass Partnership of Schools, I confirm that I have had due regard to the framework of authorities governing regularity, propriety and compliance, including the trust's funding agreement with the Department for Education (DfE), and the requirements of the Academy Trust Handbook, including responsibilities for estates safety and management. I have also considered my responsibility to notify the Multi Academy Trust Board of Directors and DfE of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management.

I confirm that I and the Multi Academy Trust's Board of Directors are able to identify any material irregular or improper use of funds by the Multi Academy Trust, or material non-compliance with the terms and conditions of funding under the Multi Academy Trust's funding agreement and the Academy Trust Handbook 2024.

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

J Camp
Accounting Officer

11 December 2025

THE COMPASS PARTNERSHIP OF SCHOOLS

STATEMENT OF DIRECTORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2025

The directors (who also act as trustees for The Compass Partnership of Schools) are responsible for preparing the Directors' report and the financial statements in accordance with the Academies Accounts Direction 2024 to 2025 published by the Department for Education, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

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

The Directors 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 Directors 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 that grants received from ESFA/DfE have been applied for the purposes intended.

The Directors 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 Directors on 11 December 2025 and signed on its behalf by:

S Skidmore
Chair

THE COMPASS PARTNERSHIP OF SCHOOLS

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE COMPASS PARTNERSHIP OF SCHOOLS

FOR THE YEAR ENDED 31 AUGUST 2025

Opinion

We have audited the financial statements of The Compass Partnership of Schools for the year ended 31 August 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Directors' 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 Multi Academy Trust'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 Directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Directors 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.

THE COMPASS PARTNERSHIP OF SCHOOLS

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE COMPASS PARTNERSHIP OF SCHOOLS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Directors' report including the incorporated strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Multi Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' report, including the incorporated 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 Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Directors

As explained more fully in the statement of Directors' responsibilities, the Directors 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 Directors 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 Directors are responsible for assessing the Multi Academy Trust'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 Directors either intend to liquidate the charitable company, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

THE COMPASS PARTNERSHIP OF SCHOOLS

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE COMPASS PARTNERSHIP OF SCHOOLS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of senior leadership, Governors/Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2024 to 2025 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

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

Catherine Cooper FCCA (Senior Statutory Auditor)

For and on behalf of Azets Audit Services, Statutory Auditor
Chartered Accountants

First Floor
River House
1 Maidstone Road
Sidcup
Kent
DA14 5RH
United Kingdom

16 December 2025

THE COMPASS PARTNERSHIP OF SCHOOLS

INDEPENDENT REPORTING ACCOUNTANT'S REPORT ON REGULARITY TO THE COMPASS PARTNERSHIP OF SCHOOLS AND THE SECRETARY OF STATE FOR EDUCATION

FOR THE YEAR ENDED 31 AUGUST 2025

In accordance with the terms of our engagement letter dated 3 June 2025 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by The Compass Partnership of Schools during the period 1 September 2024 to 31 August 2025 have not been applied to the purposes intended by Parliament and that the financial transactions do not conform to the authorities which govern them.

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

Respective responsibilities of the accounting officer of The Compass Partnership of Schools and the reporting accountant

The accounting officer is responsible, under the requirements of The Compass Partnership of Schools's funding agreement with the Secretary of State for Education dated 28 June 2017 and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including high level financial control areas and areas assessed of presenting a higher risk of impropriety. We undertook detailed testing, based on our assessment of risk of material irregularity, where such controls, policies and procedures apply to classes of transactions. This work was integrated with our audit on the financial statements to the extent evidence from the conduct of that audit supports the regularity conclusion as well as additional testing based on our assessment of risk of material irregularity.

THE COMPASS PARTNERSHIP OF SCHOOLS

INDEPENDENT REPORTING ACCOUNTANT'S REPORT ON REGULARITY TO THE COMPASS PARTNERSHIP OF SCHOOLS AND THE SECRETARY OF STATE FOR EDUCATION (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Conclusion

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

Reporting Accountant

Azets Audit Services
First Floor
River House
1 Maidstone Road
Sidcup
Kent
DA14 5RH
United Kingdom

16 December 2025

THE COMPASS PARTNERSHIP OF SCHOOLS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	Unrestricted funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2025 £'000	Total 2024 £'000
Income and endowments from:						
Donations and capital grants	3	349	1	1,097	1,447	1,231
Donations - transfer from local authority on conversion		-	-	-	-	34,067
Charitable activities:						
- Funding for educational operations	4	149	53,991	-	54,140	44,951
Other trading activities	5	1,155	-	-	1,155	1,079
Investments	6	136	-	-	136	30
Total		<u>1,789</u>	<u>53,992</u>	<u>1,097</u>	<u>56,878</u>	<u>81,358</u>
Expenditure on:						
Charitable activities:						
- Educational operations	9	528	51,716	2,560	54,804	48,315
Total	7	<u>528</u>	<u>51,716</u>	<u>2,560</u>	<u>54,804</u>	<u>48,315</u>
Net income/(expenditure)		1,261	2,276	(1,463)	2,074	33,043
Transfers between funds	19	-	(572)	572	-	-
Other recognised gains/(losses)						
Actuarial gains on defined benefit pension schemes	21	-	8,497	-	8,497	795
Adjustment for restriction on pension assets	21	-	(7,949)	-	(7,949)	(738)
Net movement in funds		1,261	2,252	(891)	2,622	33,100
Reconciliation of funds						
Total funds brought forward		4,208	(722)	130,354	133,840	100,740
Total funds carried forward		<u>5,469</u>	<u>1,530</u>	<u>129,463</u>	<u>136,462</u>	<u>133,840</u>

THE COMPASS PARTNERSHIP OF SCHOOLS

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2025

Comparative year information Year ended 31 August 2024	Notes	Unrestricted	Restricted funds:		Total
		funds £'000	General £'000	Fixed asset £'000	2024 £'000
Income and endowments from:					
Donations and capital grants	3	314	4	913	1,231
Donations - transfer from local authority on conversion		1,135	(7)	32,939	34,067
Charitable activities:					
- Funding for educational operations	4	152	44,799	-	44,951
Other trading activities	5	1,079	-	-	1,079
Investments	6	30	-	-	30
Total		<u>2,710</u>	<u>44,796</u>	<u>33,852</u>	<u>81,358</u>
Expenditure on:					
Charitable activities:					
- Educational operations	9	661	45,605	2,049	48,315
Total	7	<u>661</u>	<u>45,605</u>	<u>2,049</u>	<u>48,315</u>
Net income/(expenditure)		2,049	(809)	31,803	33,043
Transfers between funds	19	(1,880)	1,220	660	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	21	-	795	-	795
Adjustment for restriction on pension assets	21	-	(738)	-	(738)
Net movement in funds		169	468	32,463	33,100
Reconciliation of funds					
Total funds brought forward		4,039	(1,190)	97,891	100,740
Total funds carried forward		<u>4,208</u>	<u>(722)</u>	<u>130,354</u>	<u>133,840</u>

THE COMPASS PARTNERSHIP OF SCHOOLS

BALANCE SHEET

AS AT 31 AUGUST 2025

	Notes	2025		2024	
		£'000	£'000	£'000	£'000
Fixed assets					
Tangible assets	13		128,933		129,469
Current assets					
Stock	14	1		2	
Debtors	15	2,121		1,854	
Investments		4,004		1,001	
Cash at bank and in hand		5,968		5,956	
			12,094		8,813
Current liabilities					
Creditors: amounts falling due within one year	16	(4,565)		(3,685)	
Net current assets			7,529		5,128
Total assets less current liabilities			136,462		134,597
Creditors: amounts falling due after more than one year	17		-		(5)
Net assets excluding pension liability			136,462		134,592
Defined benefit pension scheme liability	21		-		(752)
Total net assets			136,462		133,840
Funds of the Multi Academy Trust:					
Restricted funds	19				
- Fixed asset funds			129,463		130,354
- Restricted income funds			1,530		30
- Pension reserve			-		(752)
Total restricted funds			130,993		129,632
Unrestricted income funds	19		5,469		4,208
Total funds			136,462		133,840

The financial statements on pages 26 to 52 were approved by the Directors and authorised for issue on 11 December 2025 and are signed on their behalf by:

S Skidmore
Chair

Company registration number 10360957 (England and Wales)

THE COMPASS PARTNERSHIP OF SCHOOLS

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	2025 £'000	£'000	2024 £'000	£'000
Cash flows from operating activities					
Net cash provided by/(used in) operating activities	22		3,546		(108)
Cash funds transferred on conversion			-		1,135
			<u>3,546</u>		<u>1,027</u>
Cash flows from investing activities					
Dividends, interest and rents from investments		136		30	
Capital grants from DfE Group		1,097		913	
Purchase of tangible fixed assets		(1,759)		(1,538)	
Purchase of investments		(3,003)		(1,001)	
		<u></u>		<u></u>	
Net cash used in investing activities			(3,529)		(1,596)
Cash flows from financing activities					
Repayment of other loan		(5)		(6)	
		<u></u>		<u></u>	
Net cash used in financing activities			(5)		(6)
Net increase/(decrease) in cash and cash equivalents in the reporting period			12		(575)
Cash and cash equivalents at beginning of the year			5,956		6,531
			<u>5,968</u>		<u>5,956</u>
Cash and cash equivalents at end of the year			<u><u>5,968</u></u>		<u><u>5,956</u></u>
Relating to:					
Bank and cash balances			3,968		5,956
Short term deposits			2,000		-
			<u><u>2,000</u></u>		<u><u>-</u></u>

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

The Compass Partnership of Schools is a charitable company. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the Directors' report.

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

1.1 Basis of preparation

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

1.2 Going concern

The Directors assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The Directors 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 Multi Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Multi Academy Trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income

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

Grants

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

General Annual Grant is recognised in full in the statement of financial activities in the period for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

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

Sponsorship income

Sponsorship income provided to the Multi Academy Trust which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

Donations

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

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

Other income

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

Donated goods, facilities and services

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

Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Multi Academy Trust's accounting policies.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

This includes all expenditure incurred by the Multi Academy Trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Charitable activities

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

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

1.5 Tangible fixed assets and depreciation

Assets costing more than £5,000 for an individual item or £10,000 for a group of items 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 that require 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.

The properties have been included at the valuation provided by the ESFA when completing their desktop valuation.

On conversion the academies entered into 125 year leases on their land and buildings with the relevant local authority.

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

Buildings	2% straight line
Leasehold land	over the period of the lease
Computer equipment	33% straight line
Fixtures, fittings & equipment	20 % straight line
Motor vehicles	20% 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 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 Multi Academy Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods of services it must provide.

1.7 Leased assets

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

1.8 Investments

Current asset investments are stated at market value.

1.9 Financial instruments

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

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.10 Stock

Stock is valued at the lower of cost and net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal. Provision is made for obsolete and slow moving stock.

1.11 Taxation

The Multi Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Multi Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.12 Pensions benefits

Retirement benefits to employees of the Multi Academy Trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes and the assets are held separately from those of the Multi Academy Trust.

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the Multi Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions are 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 Multi Academy Trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to net income or expenditure are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses. Actuarial gains and losses are recognised immediately in other recognised gains and losses.

1.13 Fund accounting

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

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

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Education and Skills Funding Agency.

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit 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 21, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The pension value also includes an asset ceiling adjustment and the assumptions used to calculate this are:

- The scheme is open to new entrants;
- There is a minimum funding requirement in relation to the LGPS;
- There is the ability to recover a surplus through the ability to reduce future contributions (not refund)
- In calculating the surplus, the present value of current and past service costs is offset against the future contributions over the future period;
- The present value in the above calculations are calculated using an annuity representing participation into perpetuity.

Critical areas of judgement

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 13 for the carrying amount of the property plant and equipment, and note 1.5 for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

3 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Total 2025 £'000	Total 2024 £'000
Capital grants	-	1,097	1,097	913
Other donations	349	1	350	318
	<u>349</u>	<u>1,098</u>	<u>1,447</u>	<u>1,231</u>

4 Funding for the Multi Academy Trust's charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2025 £'000	Total 2024 £'000
DfE/ESFA grants				
General annual grant (GAG)	-	31,014	31,014	27,763
Other DfE/ESFA grants:				
- UIFSM	-	588	588	531
- Pupil premium	-	2,266	2,266	2,026
- PE & Sports Premium	-	268	268	249
- Recovery premium	-	-	-	264
- Main Stream Additional Grant	-	-	-	814
- Tutoring grant	-	-	-	60
- Teachers' Pay Grant	-	460	460	424
- Teachers' Pension Grant	-	555	555	217
- Rates	-	159	159	169
- Core School Budget	-	959	959	-
- RAAC funding	-	850	850	-
- Others	-	91	91	79
	<u>-</u>	<u>37,210</u>	<u>37,210</u>	<u>32,596</u>
Other government grants				
Local authority grants	-	16,781	16,781	12,203
Other incoming resources	149	-	149	152
Total funding	<u>149</u>	<u>53,991</u>	<u>54,140</u>	<u>44,951</u>

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2025 £'000	Total 2024 £'000
Hire of facilities	164	-	164	142
School to School Support	307	-	307	245
Other income	684	-	684	692
	<u>1,155</u>	<u>-</u>	<u>1,155</u>	<u>1,079</u>

6 Investment income

	Unrestricted funds £'000	Restricted funds £'000	Total 2025 £'000	Total 2024 £'000
Short term deposits	136	-	136	30
	<u>136</u>	<u>-</u>	<u>136</u>	<u>30</u>

7 Expenditure

	Staff costs £'000	Non-pay expenditure		Total 2025 £'000	Total 2024 £'000
		Premises £'000	Other £'000		
Academy's educational operations					
- Direct costs	36,921	2,178	2,460	41,559	36,968
- Allocated support costs	5,587	4,428	3,230	13,245	11,347
	<u>42,508</u>	<u>6,606</u>	<u>5,690</u>	<u>54,804</u>	<u>48,315</u>

Net income/(expenditure) for the year includes:

	2025 £'000	2024 £'000
Operating lease rentals	53	42
Depreciation of tangible fixed assets	2,295	2,049
Fees payable to auditor for:		
- Audit	39	37
- Other services	7	5
Net interest on defined benefit pension liability	(10)	(7)
	<u>2,384</u>	<u>2,156</u>

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

8 Central services

The Multi Academy Trust has provided the following central services to its academies during the year:

- Executive Leadership
- Finance
- Governance
- IT support
- Estate management for projects
- School improvement services and development
- HR
- GDPR

The Multi Academy Trust charges for these services on the following basis:

- 6% of GAG funding plus additional services procured centrally as schools require

The amounts charged during the year were as follows:

	2025	2024
	£'000	£'000
Boxgrove Primary School	191	133
Kidbrooke Park Primary School	189	119
John Ray Infants	115	15
Alderwood Primary School	126	107
Deansfield Primary School	168	139
Halstow Primary School	176	145
Horn Park Primary School	163	136
South Rise Primary School	259	219
Willow Dene School	220	170
Wingfield Primary School	286	229
Cann Hall	153	128
John Ray Junior	151	122
Notley Green	141	119
Shalford Primary School	37	33
	<u>2,375</u>	<u>1,814</u>

9 Charitable activities

	Unrestricted	Restricted	Total	Total
	funds	funds	2025	2024
	£'000	£'000	£'000	£'000
Direct costs				
Educational operations	316	41,243	41,559	36,968
Support costs				
Educational operations	212	13,033	13,245	11,347
	<u>528</u>	<u>54,276</u>	<u>54,804</u>	<u>48,315</u>

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

9 Charitable activities

(Continued)

	2025	2024
	£'000	£'000
Analysis of support costs		
Support staff costs	5,587	5,198
Depreciation	117	148
Technology costs	346	325
Premises costs	4,311	3,294
Other support costs	2,815	2,310
Governance costs	69	72
	<u>13,245</u>	<u>11,347</u>

10 Staff

Staff costs and employee benefits

Staff costs during the year were:

	2025	2024
	£'000	£'000
Wages and salaries	30,192	27,917
Social security costs	3,302	2,688
Pension costs	7,150	5,924
	<u>40,644</u>	<u>36,529</u>
Staff costs - employees	40,644	36,529
Agency staff costs	1,847	1,502
Staff restructuring costs	17	8
	<u>42,508</u>	<u>38,039</u>
Staff development and other staff costs	337	317
	<u>42,845</u>	<u>38,356</u>

Staff restructuring costs comprise:

Redundancy payments	17	8
	<u>17</u>	<u>8</u>

Severance payments

The Multi Academy Trust paid 2 severance payments in the year, disclosed in the following bands:

£0 - £25,000	2
--------------	---

Special staff severance payments

During the year the Trust paid one non contractual/ non statutory payment amounting to £12k

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

10 Staff

(Continued)

Staff numbers

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

	2025 Number	2024 Number
Teachers	257	249
Administration and support	705	687
Management	73	76
	<u>1,035</u>	<u>1,012</u>

Higher paid staff

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

	2025 Number	2024 Number
£60,001 - £70,000	47	23
£70,001 - £80,000	19	14
£80,001 - £90,000	7	3
£90,001 - £100,000	4	3
£100,001 - £110,000	-	1
£110,001 - £120,000	1	3
£120,001 - £130,000	4	1
£160,001 - £170,000	1	1
	<u>1</u>	<u>1</u>

Key management personnel

The key management personnel of the Multi Academy Trust comprise the Directors and the senior management team as listed on page 1. The total amount of employee benefits (including employer national insurance and pension contributions) received by key management personnel for their services to the Multi Academy Trust was £921k (2024: £860k). The Compass Partnership of schools sets the pay of all leaders (except business leaders) in accordance with STPCD.

11 Directors' remuneration and expenses

No directors have been paid remuneration or have received other benefits from an employment with the Multi Academy Trust. The CEO receives remuneration in respect of services provided undertaking the role of CEO under contracts of employment.

The value of remuneration and other benefits was as follows:

J Camp (Chief Executive Officer)

- Remuneration £165,001 - £170,000 (2024: £165,001 - £170,000)
- Employers pension contributions £45,000 - £50,000 (2024: £40,000 - £45,000)

During the year no expenses were reimbursed to the trustees (2024: £nil).

Other related party transactions involving the directors are set out within the related parties note.

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

12 Directors' and officers' insurance

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

13 Tangible fixed assets

	Land and buildings	Computer equipment	Fixtures, fittings & equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000	£'000
Cost					
At 1 September 2024	138,535	591	566	108	139,800
Additions	1,610	91	58	-	1,759
Disposals	-	(59)	-	-	(59)
At 31 August 2025	140,145	623	624	108	141,500
Depreciation					
At 1 September 2024	9,293	495	458	85	10,331
On disposals	-	(59)	-	-	(59)
Charge for the year	2,178	56	50	11	2,295
At 31 August 2025	11,471	492	508	96	12,567
Net book value					
At 31 August 2025	128,674	131	116	12	128,933
At 31 August 2024	129,242	96	108	23	129,469

The additions to land and buildings include:

- Ground works - resurfacing and fencing
- Roof replacement
- Electrical works
- Fire doors
- Toilet refurbishments
- Boilers
- New windows
- Sensory room
- Classroom remodeling

14 Stock

	2025 £'000	2024 £'000
Catering stock	1	2

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

15 Debtors

	2025	2024
	£'000	£'000
Trade debtors	103	92
VAT recoverable	453	602
Other debtors	-	23
Prepayments and accrued income	1,565	1,137
	<u>2,121</u>	<u>1,854</u>

16 Creditors: amounts falling due within one year

	2025	2024
	£'000	£'000
Other loans	6	6
Trade creditors	1,164	874
Other taxation and social security	830	637
Other creditors	861	907
Accruals and deferred income	1,704	1,261
	<u>4,565</u>	<u>3,685</u>

17 Creditors: amounts falling due after more than one year

	2025	2024
	£'000	£'000
Other loans	-	5
	<u>-</u>	<u>5</u>

Analysis of loans	2025	2024
	£'000	£'000
Wholly repayable within five years	6	11
Less: included in current liabilities	(6)	(6)
	<u>-</u>	<u>-</u>
Amounts included above	-	5
	<u>-</u>	<u>5</u>
Loan maturity		
Debt due in one year or less	6	6
Due in more than one year but not more than two years	-	5
	<u>6</u>	<u>11</u>

Included within creditors is three Salix loans totalling £6k (2024: £11k) which are interest free and repayable by 2026.

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

18 Deferred income

	2025 £'000	2024 £'000
Deferred income is included within:		
Creditors due within one year	950	433
Deferred income at 1 September 2024	433	366
Released from previous years	(433)	(366)
Resources deferred in the year	950	433
Deferred income at 31 August 2025	950	433

At the balance sheet date the Academy Trust was holding funds received in advance for universal infant free school meals, trips, after school clubs and other small grants relating to financial year 2024/25.

19 Funds

	Balance at 1 September 2024 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2025 £'000
Restricted general funds					
General Annual Grant (GAG)	30	31,014	(28,942)	(572)	1,530
UIFSM	-	588	(588)	-	-
Pupil premium	-	2,266	(2,266)	-	-
Other DfE/ESFA grants	-	3,342	(3,342)	-	-
Other government grants	-	16,781	(16,781)	-	-
Other restricted funds	-	1	(1)	-	-
Pension reserve	(752)	-	204	548	-
	(722)	53,992	(51,716)	(24)	1,530
Restricted fixed asset funds					
DfE group capital grants	886	1,097	(265)	(1,188)	530
General Fixed assets	129,468	-	(2,295)	1,760	128,933
	130,354	1,097	(2,560)	572	129,463
Total restricted funds	129,632	55,089	(54,276)	548	130,993
Unrestricted funds					
General funds	4,208	1,789	(528)	-	5,469
Total funds	133,840	56,878	(54,804)	548	136,462

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

19 Funds

(Continued)

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

General Annual Grant: Income received from the DfE (formerly ESFA) to cover the normal running costs of the Academy.

Pupil Premium, UIFSM: Income received from the DfE/ESFA as described.

Other DfE/ ESFA grants: This includes PE and Sports premium, Rates, Teachers pension grant, Teachers pay grant, RAAC funding, Core School Budget Grant, Tutoring grant and other small grants from DfE/ESFA

Other government grants: This includes early years, pupil premium, free school meals, High Needs and growth fund from the Local Authority.

Other restricted: restricted donations received for specific costs.

DfE group capital grants: This includes devolved formula capital and SCA grants.

The transfer of funds relates to purchase of and transfer of fixed assets between funds and to cover the overspend on GAG.

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

19 Funds

(Continued)

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

	Balance at 1 September 2023 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2024 £'000
Restricted general funds					
General Annual Grant (GAG)	-	27,763	(28,953)	1,220	30
UIFSM	-	531	(531)	-	-
Pupil premium	-	2,026	(2,026)	-	-
Other DfE/ESFA grants	-	2,276	(2,276)	-	-
Other government grants	15	12,203	(12,218)	-	-
Other restricted funds	-	4	(4)	-	-
Pension reserve	(1,205)	(7)	403	57	(752)
	<u>(1,190)</u>	<u>44,796</u>	<u>(45,605)</u>	<u>1,277</u>	<u>(722)</u>
Restricted fixed asset funds					
Inherited on conversion	-	32,939	-	(32,939)	-
DfE group capital grants	850	913	-	(877)	886
General Fixed assets	97,041	-	(2,049)	34,476	129,468
	<u>97,891</u>	<u>33,852</u>	<u>(2,049)</u>	<u>660</u>	<u>130,354</u>
Total restricted funds	<u>96,701</u>	<u>78,648</u>	<u>(47,654)</u>	<u>1,937</u>	<u>129,632</u>
Unrestricted funds					
General funds	<u>4,039</u>	<u>2,710</u>	<u>(661)</u>	<u>(1,880)</u>	<u>4,208</u>
Total funds	<u>100,740</u>	<u>81,358</u>	<u>(48,315)</u>	<u>57</u>	<u>133,840</u>

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

19 Funds

(Continued)

Total funds analysis by academy

	2025	2024
	£'000	£'000
Fund balances at 31 August 2025 were allocated as follows:		
Boxgrove Primary School	1	1
Kidbrooke Park Primary School	1	1
John Ray Infants	1	1
Alderwood Primary School	1	1
Deansfield Primary School	1	1
Halstow Primary School	1	1
Horn Park Primary School	1	1
South Rise Primary School	1	1
Willow Dene School	1	1
Wingfield Primary School	1	1
Cann Hall	1	1
John Ray Junior	1	1
Notley Green	1	1
Shalford Primary School	1	1
Central services	6,985	4,224
	<hr/>	<hr/>
Total before fixed assets fund and pension reserve	6,999	4,238
Restricted fixed asset fund	129,463	130,354
Pension reserve	-	(752)
	<hr/>	<hr/>
Total funds	136,462	133,840
	<hr/> <hr/>	<hr/> <hr/>

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

19 Funds

(Continued)

Total cost analysis by academy

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

	Teaching and educational support staff £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	Total 2025 £'000	Total 2024 £'000
Boxgrove Primary School	2,519	264	60	409	3,252	2,988
Kidbrooke Park Primary School	2,703	284	115	487	3,589	3,261
John Ray Infants	1,576	323	30	358	2,287	356
Alderwood Primary School	1,524	169	60	374	2,127	1,975
Deansfield Primary School	2,086	312	63	503	2,964	2,880
Halstow Primary School	1,984	208	58	542	2,792	2,601
Horn Park Primary School	1,935	225	55	375	2,590	2,541
South Rise Primary School	3,014	519	73	570	4,176	4,298
Willow Dene School	10,016	1,202	239	1,492	12,949	12,069
Wingfield Primary School	3,146	619	98	683	4,546	4,121
Cann Hall	1,792	166	74	1,230	3,262	2,324
John Ray Junior	1,816	186	61	369	2,432	2,356
Notley Green	1,600	219	58	391	2,268	2,164
Shalford Primary School	415	55	16	120	606	604
Central services	795	836	28	1,010	2,669	1,728
	<u>36,921</u>	<u>5,587</u>	<u>1,088</u>	<u>8,913</u>	<u>52,509</u>	<u>46,266</u>

20 Analysis of net assets between funds

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
Fund balances at 31 August 2025 are represented by:				
Tangible fixed assets	-	-	128,933	128,933
Current assets	5,469	6,095	530	12,094
Current liabilities	-	(4,565)	-	(4,565)
Total net assets	<u>5,469</u>	<u>1,530</u>	<u>129,463</u>	<u>136,462</u>

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

20 Analysis of net assets between funds

(Continued)

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
Fund balances at 31 August 2024 are represented by:				
Tangible fixed assets	-	-	129,468	129,469
Current assets	4,208	3,720	886	8,813
Current liabilities	-	(3,685)	-	(3,685)
Non-current liabilities	-	(5)	-	(5)
Pension scheme liability	-	(752)	-	(752)
Total net assets	4,208	(722)	130,354	133,840

21 Pension and similar obligations

The Multi Academy Trust'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 [NAME]. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £858k were payable to the schemes at 31 August 2025 (2024: £746k) and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

21 Pension and similar obligations

(Continued)

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

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

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

The employer's pension costs paid to the TPS in the period amounted to £4,723k (2024: £3,732k).

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

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

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 19.1 - 25.0% for employers and 5.5 - 12.5% for employees.

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

Total contributions made	2025	2024
	£'000	£'000
Employer's contributions	2,621	2,535
Employees' contributions	767	753
	<u> </u>	<u> </u>
Total contributions	3,388	3,288
	<u> </u>	<u> </u>
Principal actuarial assumptions	2025	2024
	%	%
Rate of increase in salaries	3.63	3.8
Rate of increase for pensions in payment/inflation	2.63	2.8
Discount rate for scheme liabilities	6.08	5.1
	<u> </u>	<u> </u>

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

21 Pension and similar obligations

(Continued)

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

	2025	2024
	Years	Years
Retiring today		
- Males	20.8	19.9
- Females	23.6	22.2
Retiring in 20 years		
- Males	22.5	21.3
- Females	25.4	24.4

Sensitivity analysis

Scheme liabilities would have been affected by changes in assumptions as follows:

	2025	2024
	£'000	£'000
Discount rate + 0.1%	-142	-701
Discount rate - 0.1%	650	722
Mortality assumption + 1 year	1063	918
Mortality assumption - 1 year	-169	-893
Salary rate + 0.1%	31	34
Salary rate - 0.1%	-9	-34
Pension rate + 0.1%	640	704
Pension rate - 0.1%	-138	-683

The Multi Academy Trust's share of the assets in the scheme

	2025	2024
	Fair value	Fair value
	£'000	£'000
Equities	21,013	17,682
Other Bonds	9,793	5,363
Gilts	144	158
UK & Overseas Unit Trusts	-	2,737
Property	3,062	3,017
Other assets	4,452	3,712
Total market value of assets	38,464	32,669
Restriction on scheme assets	(8,666)	(926)
Net assets recognised	29,798	31,743

The actual return on scheme assets was £3,115,000 (2024: £2,854,000).

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

21 Pension and similar obligations

(Continued)

Amount recognised in the statement of financial activities	2025 £'000	2024 £'000
Current service cost	2,422	2,122
Interest income	(1,727)	(1,430)
Interest cost	1,717	1,423
Administration expenses	5	17
Total amount recognised	2,417	2,132

The net gain recognised on scheme assets has been restricted because the full pension surplus is not expected to be recovered through refunds or reduced contributions in the future.

Changes in the present value of defined benefit obligations	2025 £'000	2024 £'000
At 1 September 2024	32,683	25,181
Transferred in on existing academies joining the Multi Academy Trust	-	2,686
Current service cost	2,422	2,122
Interest cost	1,717	1,423
Employee contributions	767	753
Actuarial (gain)/loss	(7,109)	817
Benefits paid	(504)	(299)
Effect of non-routine settlements and administration expenses	(178)	-
At 31 August 2025	29,798	32,683

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

	2025 £'000	2024 £'000
At 1 September 2024	32,669	24,164
Transferred in on existing academies joining the Multi Academy Trust	-	2,679
Interest income	1,727	1,430
Actuarial gain	1,388	1,424
Employer contributions	2,621	2,535
Employee contributions	767	753
Benefits paid	(504)	(299)
Effect of non-routine settlements and administration expenses	(204)	(17)
At 31 August 2025	38,464	32,669
Restriction on scheme assets	(8,666)	(926)
Net assets recognised	29,798	31,743

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

22 Reconciliation of net income to net cash flow from operating activities

	Notes	2025 £'000	2024 £'000
Net income for the reporting period (as per the statement of financial activities)		2,074	33,043
Adjusted for:			
Net surplus on conversion to academy		-	(34,067)
Capital grants from DfE and other capital income		(1,097)	(913)
Investment income receivable	6	(136)	(30)
Defined benefit pension costs less contributions payable	21	(194)	(396)
Defined benefit pension scheme finance income	21	(10)	(7)
Depreciation of tangible fixed assets		2,295	2,049
Decrease in stocks		1	4
(Increase) in debtors		(267)	(349)
Increase in creditors		880	558
Net cash provided by/(used in) operating activities		3,546	(108)

23 Analysis of changes in net funds

	1 September 2024 £'000	Cash flows £'000	31 August 2025 £'000
Cash	5,956	(1,988)	3,968
Cash equivalents	-	2,000	2,000
	5,956	12	5,968
Loans falling due within one year	(6)	-	(6)
Loans falling due after more than one year	(5)	5	-
	5,945	17	5,962

24 Long-term commitments

Operating leases

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

	2025 £'000	2024 £'000
Amounts due within one year	70	42
Amounts due in two and five years	177	48
	247	90

THE COMPASS PARTNERSHIP OF SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

25 Capital commitments

	2025 £'000	2024 £'000
Expenditure contracted for but not provided in the financial statements	2,310	204

Capital commitments at the year end for projects started using SCA and RAAC funding.

26 Related party transactions

Owing to the nature of the Multi Academy Trust's operations and the composition of the Board of Directors being drawn from local public and private sector organisations, transactions may take place with organisations in which the Multi Academy Trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Multi Academy Trust's financial regulations and normal procurement procedures.

Last year the Trust provided a leadership secondment amounting to £8,926 to Kidbrooke Park Primary School, a school in which J Camp was a governor. Kidbrooke Park Primary School provided financial services support to the Trust amounting to £1,249.

27 Members' liability

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

28 Agency arrangements

The academy trust distributes bursary funds to students as an agent for ESFA. In the accounting period ended 31 August 2025 the Trust received £2,462 (2024: £1,693) and disbursed £2,462 (2024:£1,693) from the fund. There are no undistributed funds repayable to the ESFA at the year end,

29 Post balance sheet events

After the year end, the following school converted to academy trust status and joined The Compass Partnership of Schools.

Academy	Location	Date of conversion
Rowan Wood School	Greenwich	1 September 2025

The Trust will merge with the EKO partnership in the coming year, the expected date for this to go ahead is 1st April 2026.