

**Company Registration Number: 07966182 (England & Wales)**

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

**Annual Report and Financial Statements**

**For the Year Ended 31 August 2025**

---

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

---

**Contents**

---

|  | Page    |
|--|---------|
| Reference and Administrative Details   | 1       |
| Governors' Report  | 2 - 15  |
| Governance Statement   | 16 - 19 |
| Statement of Regularity, Propriety and Compliance                              | 20      |
| Statement of Governors' Responsibilities                                       | 21      |
| Independent Auditors' Report on the Financial Statements                       | 22 - 24 |
| Independent Reporting Accountant's Report on Regularity                        | 25 - 26 |
| Statement of Financial Activities Incorporating Income and Expenditure Account | 27      |
| Balance Sheet  | 28      |
| Statement of Cash Flows  | 29      |
| Notes to the Financial Statements  | 30 - 50 |

---

**Hampton Primary School Academy**

(A company limited by guarantee)

---

**Reference and Administrative Details  
For the Year Ended 31 August 2025**

---

|  |   |   |
|--|---|---|
| <b>Members</b>                         | Mrs E Coleman<br>Mr L Shilling<br>Mr D Sullivan<br>Mr J Howes   | (resigned 31 August 2025)<br>(appointed 1 September 2025)   |
| <b>Governors</b>                       | Mrs C Atkinson<br>Mr J Cox (Vice-Chair)<br>Mr K Denchfield<br>Mrs T Dowling<br>Mr J Howes (Chair)<br>Mrs S Long<br>Mrs R Merron<br>Ms Y Nunn (Accounting Officer)<br>Mr W Phillips<br>Mrs N Pinkcombe<br>Mrs H Robson<br>Mr L Shilling (Chair)<br>Mr J Shippey<br>Mr Q Vo | (appointed 25 November 2024)<br>(appointed Chair 1 September 2025)<br>(appointed 17 March 2025)<br><br>(resigned 15 November 2024)<br>(appointed 25 November 2024)<br>(resigned 31 August 2025) |
| <b>Company registered number</b>       | 07966182 (England and Wales)  |   |
| <b>Company secretary</b>               | Mrs S Gray  |   |
| <b>Principal and registered office</b> | Hampton Primary School<br>Fitzgerlad Avenue<br>Herne Bay<br>Kent<br>CT6 8NB   |   |
| <b>Senior management team:</b>         | Ms Y Nunn<br>Mrs S Gray<br>Mrs V Stephens<br>Mr D Greenstock<br>Mr D Walsh<br>Mr W Phillips<br>Mrs H Robson<br>Mrs C Atkinson   | Headteacher<br>School Business Manager<br>Deputy Headteacher<br>Deputy Headteacher<br>Inclusion Manager / Asst Headteacher<br>KS1 Lead / Data Manager<br>Teacher<br>Teacher                     |
| <b>Independent auditors</b>            | UHY Hacker Young<br>Chartered Accountants, Statutory Auditors<br>Thames House<br>Roman Square<br>Sittingbourne<br>Kent ME10 4BJ   |   |
| <b>Bankers</b>                         | Lloyds Bank plc<br>49 High Street<br>Canterbury<br>Kent CT3 1AA   |   |

---

## **Hampton Primary School Academy**

**(A company limited by guarantee)**

---

### **Governors' Report For the Year Ended 31 August 2025**

---

The Governors 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 under company law.

The academy trust operates an academy for pupils aged 3 to 11 serving a catchment area in Herne Bay and the surrounding areas. It has a pupil capacity of 706 and had a roll of 663 (including Nursery) in the October 2024 school census.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Constitution**

The academy trust is a company limited by guarantee with no share capital (registration no. 07966182) and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the academy trust. The Governors act as the directors of the limited company known as Hampton Primary School Academy and are also the trustees for the charitable company.

The charitable company is known as Hampton Primary School.

The Governors are the trustees of Hampton Primary School Academy and are also the directors of the charitable company for the purposes of company law. Details of the Governors who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

##### **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.

##### **Governors' Indemnities**

In accordance with normal commercial practice the academy trust has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business. The insurance provides cover up to £1m in any one period.

Details of the insurance cover are provided in note 13 to the financial statements.

##### **Method of Recruitment and Appointment or Election of Trustees**

The members of the academy trust shall comprise no less than 3 persons; the signatories to the Memorandum, up to 25 persons appointed by the Governors, 1 person appointed by the Secretary of State in the event that the Secretary of State appoints a person for this purpose, the Chairman of the Governors and any person appointed under Article 16.

The number of Governors shall be not less than 3, but shall not be subject to a maximum. The first Governors shall be those named in the initial Memorandum. The academy trust shall have the following Governors; up to 8 Governors appointed by the members; 2+ Parent Governors; Staff Governors through such process as they may determine, provided that the total number of Governors (including the Principal) who are employees of the academy trust does not exceed one third of the total number of Governors; and up to 4 co-opted Governors. A co-opted Governor is a person who is appointed to be a Governor by being co-opted by Governors who have not themselves been so appointed. The Governors may not co-opt an employee of the academy trust as a co-opted Governor if the number of Governors who are employed by the academy trust would thereby exceed one third of the total number of Governors (including the Principal).

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 Governor shall be 4 years, save that this time limit shall not apply to the Headteacher. Subject to remaining eligible to be a particular type of Governor, any Governor may be re-appointed or re-elected.

During the period under review, the Governing Board held 3 meetings.

---

## **Hampton Primary School Academy**

**(A company limited by guarantee)**

---

### **Governors' Report For the Year Ended 31 August 2025**

---

#### **Policies and procedures adopted for the induction and training of trustees**

The training and induction provided for new Governors will depend on their existing experience. All new Governors meet with the Chair and Headteacher and are given a tour of the academy trust and the chance to meet with staff and students. All relevant Governors are provided with an Induction Pack, which includes copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Governors. As there are normally only one or two new Governors a period, induction tends to be done informally and is tailored specifically to the individual. At Hampton, Governor induction can be provided in-house with additional support from the Kent County Council Governor Training Programme and training via the NGA. All Governors have annual safeguarding training provided by the DSL, and also complete online training courses via Smartlog on safeguarding and PREVENT, cyber security and GDPR.

#### **Organisational Structure**

At Hampton, the Members have delegated the management of the school to the Governing Board. The management structure consists of three levels: the Governors, the Senior Leadership Team and Year Group Leaders. The aim of the management structure is to devolve responsibility, build capacity and encourage involvement in decision making at all levels.

The Governors are responsible for setting general strategy and policy, adopting an annual plan and budget, monitoring the academy trust, allocating budgets and making major decisions about the direction of the academy trust, capital expenditure and participation in senior staff appointments.

The Senior Leadership Team ('SLT') consists of the Headteacher, 2 x Deputy Headteachers, Inclusion Manager/Assistant Headteacher, KS1/Data Lead and School Business Manager. The SLT control the academy trust at an executive level implementing the policies agreed by the Governors and reporting back to them. As a group, the Senior Leadership Team are responsible for the authorisation of spending within agreed budgets and the appointment of staff, though appointment boards for middle and senior leader posts will contain a Governor(s) where possible. Spending control is defined in the School Finance Policy and is based on a Schedule of Delegation devolving spending responsibility to key staff and Governors within proscribed limits.

The Headteacher is the Accounting Officer.

#### **Arrangements for setting pay and remuneration of key management personnel**

This school's Pay Policy sets out the framework for making decisions regarding the pay and reward for all staff employed at this school/academy trust. The Governing Board delegate all pay decisions, with the exception of decisions relating to the pay of the Leadership Group, to the Headteacher. All decisions relating to the pay for members of the Leadership Group are taken by a Committee of the Governing Board. The Governing Board ensure decisions on pay and reward are consistent with the provisions of the STPCD and take due account of any supplementary guidance issued by the DfE. Support staff are paid in accordance with the Kent Range pay framework.

Total remuneration paid to senior management personnel is set out in note 11 (d).

#### **Related Parties and other Connected Charities and Organisations**

There are no related parties which either control or significantly influence the decisions and operations of Hampton Primary School Academy. There are no sponsors, nor is there a school voluntary fund.

The School Business Manager collaborates with the Canterbury Coastal Alliance which is a group of local schools consisting of 14 primary schools and 2 secondary schools which share resources and good practice, along with other Single Academy Trusts, working together to raise standards.

#### **OBJECTIVES AND ACTIVITIES**

Hampton Primary School is a 3-11 primary school and nursery which believes every child must be provided with opportunities to develop socially, emotionally, academically and physically to achieve the highest possible standards, fostering a genuine sense of respect for the individual alongside an appreciation of the culture and beliefs of others.

The principal activity of the academy trust is to advance for the public benefit education in the United Kingdom, in particular, but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

---

## Hampton Primary School Academy

(A company limited by guarantee)

---

### Governors' Report For the Year Ended 31 August 2025

---

Hampton Primary School is an inclusive learning community that is forward thinking, innovative and committed to ensuring that all the children in their care are happy, enthusiastic and purposeful learners. The school values are embedded within the curriculum, underpinning every experience and providing children with the life skills needed to succeed.

The principal object of the academy trust is specifically restricted to the following - to advance the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum being Hampton Primary School Academy.

#### Objectives, Strategies and Activities

The main objectives of the academy trust during the period ended 31 August 2025 are summarised below:

- to continue to raise the standard of educational achievement and attainment of all pupils;
- to provide high quality resources throughout the school ensuring quality and effective provision at all stages of children's development;
- to provide inclusive and fully integrated curricular provision and improve the effectiveness of the academy trust with regular evaluation and review of curriculum and procedures in place;
- to provide value for money for the funds expended;
- to comply with all appropriate statutory and curriculum requirements;
- to maintain close links with industry and commerce; and
- to conduct the academy trust's business in accordance with the highest standards of integrity, probity and openness.

The Hampton Primary School community values diversity and seeks to give everyone in the school an equal chance to learn, work and live, free from the action, or fear, of racism, discrimination, or prejudice. By our actions we will work together to develop the potential of all pupils academically, socially, culturally and psychologically and to establish a community that is just and fair for all people who work at or visit Hampton Primary School.

Pupils will be happy and healthy, enthused by the intellectual, social and physical challenges posed by their experience at school. They will be independent learners, aware of how to learn and of the role of emotions and dispositions in the learning process, which they draw on to address challenge and difficulty, as well as success.

All staff will have the opportunity to develop further as self-directed, reflective learners, through working collaboratively with others to enhance their own expertise. Through their passion, teachers will enthuse and inspire others to explore new ideas.

Parents will fulfil their roles as true partners, recognising their role in the pupil - school - parent partnership to ensure that their child realises his/her potential.

Governors will contribute to the life of the school on a wider scale, acting as critical friends to support the school in becoming a nationally recognised centre of excellence.

#### Public Benefit

The Governors confirm that they have referred to the guidance contained in the Charity Commission's general guidance on Public Benefit when reviewing the charity's aim and objectives and in planning future activities. In particular, the members consider how planned activities will contribute to the aims and objectives they have set.

As an academy trust, we have a duty to support other schools. We support these schools through use of our premises and specialist skills in a wide range of primary curriculum areas, data assessment, inclusion, IT and business management.

The school accepts pupils from Hampton, Herne Bay and the surrounding areas. Where applications for admissions exceed the number of places available, the following criteria will be applied in the order set out (1) Looked After Children/Children in Local Authority Care, (2) Siblings/Current Family Association, (3) Medical/Health and Special Access Reasons, (4) Children of Hampton Primary School staff, (5) Distance/Nearness of Child's Home.

## Hampton Primary School Academy

(A company limited by guarantee)

### Governors' Report For the Year Ended 31 August 2025

#### STRATEGIC REPORT

##### Achievement and Performance

Hampton is a large three-form primary school with approximately 700 pupils and operates at full or near-full capacity following a constant rise in roll over the last decade. It is situated in the coastal town of Herne Bay and serves a varied, challenging, coastal community. Our school building is designed to facilitate physically impaired/disabled children and we are signposted within the LA SEND department as an inclusive school with exemplary practice, specifically ASC provision. The school serves two distinct communities and the proportion of disadvantaged pupils is above the national average.

Section 5 Ofsted inspection in December 2024 under the newly revised framework resulted in a judgment of good (quality of education, behaviour and attitudes, leadership and management) and outstanding features (personal development and early years provision). The Lead Inspector summarised her final feedback to the Senior Leadership Team and Governors stating 'the provision for the children's emotional, social and mental health development at Hampton is exemplary and is worthy of being shared with others' and concluded with her message to parents 'keep your children in school because they are missing such opportunities to develop'.

The provision for pupil's personal development underpins the curriculum 'personal development is exceptional' supporting children in recognising and managing their emotions and feelings. Hampton's ambitious curriculum begins in the early years ensuring children's development and achievement prepares them for their next stages in education.

Hampton has a team of motivated and highly trained staff who are committed to providing all children with opportunities and experiences; **The expectation is that every child can succeed**, including disadvantaged pupils and those with special educational needs and/or disabilities (SEND). 'Pupils build their character and leadership skills through the varied roles of responsibility available. These include being an eco-warrior, part of the school council or sports crew, a play ranger or pupil ambassador' and children take great pride in these roles.

An alternative bespoke provision (Woodland Class) has been designed and implemented to support the increasing number of children across the school with ASC/ADHD and complex needs who are struggling with mainstream provision and unable to secure specialist provision. These children accessing this provision were children at risk of exclusion and on reduced timetables. These children typically have EHCPs and the highly skilled practitioners are funded by high needs funding applications. This bespoke provision enables the most vulnerable children an education and opportunity to grow and develop in a safe space and higher staffing/pupil ratio and are now successfully accessing fulltime education because of the alternative provision.

The Nurture Nest is another layer of provision for children typically with a diagnosis of ASC/ADHD or have lived experiences presenting as trauma informed behaviours or EBSA (school based anxiety). These children are struggling to access the adaptations in their mainstream classes but not complex enough to access the Woodlands provision. The intention is to provide a nurture provision focusing on emotional wellbeing and regulation for set periods of time to reduce school based anxiety and gradually integrate back into their classes.

#### Hampton EYFS outcomes for All & Vulnerable Groups

| Foundation Stage   | Word Reading | Writing | Number | GLD |
|--|--------------|---------|--------|-----|
| All (88)   | 73%          | 73%     | 75%    | 70% |
| All excluding SEND (72)  | 86%          | 86%     | 88%    | 83% |
| Disadvantaged (23)<br>*Figure to change, includes 4 children disapplied* | 43%          | 48%     | 52%    | 43% |
| Disadvantaged excluding SEND (13)  | 69%          | 77%     | 77%    | 69% |
| Boys (51)  | 69%          | 69%     | 71%    | 65% |
| Girls (37)   | 78%          | 78%     | 81%    | 78% |
| SEND (16)<br>*Figure to change, includes 4 children disapplied*          | 13%          | 13%     | 19%    | 13% |

**Hampton Primary School Academy**

(A company limited by guarantee)

**Governors' Report  
For the Year Ended 31 August 2025**

**Hampton Phonics outcomes for All & Vulnerable Groups**

| <b>Year 1 Phonics</b>             | <b>Phonics</b> |
|-----------------------------------|----------------|
| All (88)                          | 81%            |
| All excl SEND (78)                | 87%            |
| Disadvantaged (28)                | 64%            |
| Disadvantaged excluding SEND (23) | 74%            |
| Boys (47)                         | 74%            |
| Girls (41)                        | 88%            |
| SEND (10)                         | 30%            |

**Hampton Year 4 MTC outcomes for All & Vulnerable Groups**

| <b>Year 4 Multiplication Tables Check (based on scoring 20 or above)</b> |     |
|--|-----|
| All (96)   | 35% |
| Disadvantaged (40)   | 33% |
| Disadvantaged excluding SEND (13)  | 44% |
| Boys (50)  | 38% |
| Girls (46)   | 30% |
| SEND (27)  | 15% |

**Hampton Year 6 outcomes for All & Vulnerable Groups**

| <b>Year 6</b>                     | <b>Reading</b> | <b>Writing</b> | <b>Maths</b> | <b>Combined</b> |
|-----------------------------------|----------------|----------------|--------------|-----------------|
| All (97)                          | 59%            | 72%            | 62%          | 49%             |
| All excl SEND (70)                | 72%            | 90%            | 76%          | 63%             |
| Disadvantaged (30)                | 46%            | 60%            | 43%          | 37%             |
| Disadvantaged excluding SEND (19) | 63%            | 84%            | 63%          | 53%             |
| Boys (53)                         | 56%            | 66%            | 68%          | 53%             |
| Girls (44)                        | 68%            | 80%            | 53%          | 44%             |
| SEND (27)                         | 22%            | 26%            | 22%          | 11%             |

**Hampton Primary School Academy**

(A company limited by guarantee)

**Governors’ Report  
For the Year Ended 31 August 2025**

| Year 6<br>GD                      | Reading | Writing | Maths | Combined |
|-----------------------------------|---------|---------|-------|----------|
| All (97)                          | 15%     | 3%      | 9%    | 1%       |
| All excl SEND (70)                | 21%     | 4%      | 13%   | 1%       |
| Disadvantaged (30)                | 3%      | -       | -     | -        |
| Disadvantaged excluding SEND (19) | 5%      | -       | -     | -        |
| Boys (53)                         | 11%     | 2%      | 9%    | -        |
| Girls (44)                        | 20%     | 4%      | 9%    | 2%       |
| SEND (27)                         | -       | -       | -     | -        |

**Actions**

- *Continue to close disadvantaged gap from FS including any gender disparity and adapt the practice to meet the ever increasing need at entry*
- *To close subject gap in KS1 – focus on writing and improving combined levels*
- *To improve greater depth in KS1 and KS2 outcomes*
- *Close subject gap in KS2 reading & writing to be in line with Maths. Improving combined*

**Contextual Information**

On conversion to a Stand Alone academy trust in April 2012, Hampton Primary had 450 on roll; this has increased dramatically following our continued year on year improvements in SATs and the last three ‘Good’ Ofsted inspections in September 2012, March 2020 and December 2024 with ‘Outstanding’ judgements highlighted for the school’s early year’s provision and personal development.

Identifying demand and a need for a highly effective early years nursery provision, we designed and constructed a purpose built nursery, which accommodates 52 places (15 hours per week) for ‘rising 3 year olds’. The nursery opened in April 2014 and is now full for the majority of the year with pupils attending 15 hours per week or 30 hours per week.

Pressure on school places remains extremely high across the majority of the school, although first choice places for Foundation Stage in September 2025 are lower than usually seen, with other schools in the local area being significantly undersubscribed.

School roll is typically around 700. The high demand for places continues to be a concern with families moving into the area and from other schools using the appeals system to gain entry and the LA placement of vulnerable children taking year groups further above PAN.

The SLT consists of Headteacher, 2 Deputy Headteachers, Inclusion Manager/Assistant Headteacher, KS1/Data Lead and School Business Manager. The Wider SLT includes 7 Year Group Leaders, sustaining and developing capacity.

Hampton is in partnership with KMT (Kent & Medway Trust) for School Direct Teacher Training with an exceptional success record of students completing their training judged as outstanding. Additional teachers for smaller group teaching appointed in years 2, 3, 4, 5 & 6 for core subjects, alongside the academy trust’s Wellbeing Team of Learning & Behaviour Mentors, demonstrates effective use of pupil premium. A new full-time Attendance Officer/Pastoral Support role was introduced at the end of 2024 to target persistent absence, one of the academy trust’s priorities. The rigorous cycle of coaching appraisal, observations and triangulating evidence including peer observations ensures that all teachers continually refine and develop their practice. Attendance is linked to all staff appraisals as the school continues to address attendance of specific cohorts – FSM and persistent absentees.

Pre-COVID, the sustained year on year improvements demonstrate the capacity to work in partnership, support, challenge and drive forward a school. With the strong leadership structure and embedded robust practice, the school successfully gained Sponsorship Trust status ‘Hampton Collaborative Trust’ (November 2016), extending our ethical and professional expectations and practice beyond our school location. The Local Authority approached Hampton to enter the KCC Procurement Framework Agreement and a contract of agreement was put in place to provide substantive leadership and strategic support for a school causing concern.

---

## Hampton Primary School Academy

(A company limited by guarantee)

---

### Governors' Report For the Year Ended 31 August 2025

---

Hampton was invited to appear in the 2018 Parliamentary Review to share outstanding practice and recognition of continual improvement of outcomes and was invited to appear in the Excellence 2020 publication for the top 100 performing schools for continuous sustained improvement and standards and under the new Ofsted Framework securing good and outstanding outcomes.

#### School Improvement and SEF Priorities

##### Aims of the School Plan

- To set challenging targets in the curriculum and whole school environment to raise achievement and attainment for all children
- To sustain high expectations and standards of learning and teaching
- To provide high quality resources throughout the school ensuring quality and appropriate provision at all stages of children's development
- To provide staff with appropriate resources and training to enable them to improve their practice and carry out teaching more effectively
- To provide inclusive and fully integrated curricular provision to enable children to fulfil their potential
- To provide a safe and secure learning environment which enables children to continue to treat others with understanding & respect

##### We are working together to

- Continue to close COVID and disadvantaged attainment gap
- Raise achievement through a commitment to high standards and expectations
- Enable every child to succeed as independent and confident learners
- Provide high quality inclusive teaching
- Create an atmosphere where each child is valued as an individual, enabling them to develop a positive self-image, self-discipline and respect for others
- Always ensure equality of opportunity, so that each child is given appropriate support and enrichment
- Create an inclusive learning community which provides challenge, support and enables every learner to flourish and aspire
- Provide a welcoming, secure, stimulating and enriched learning environment
- Provide an innovative, creative and progressive curriculum which inspires and motivates children to learn building on skills and knowledge
- Celebrate our rich diversity and work in partnership with parents, children and the wider community

#### Leadership and School Organisation of Hampton Collaborative Trust

- To continue to provide strong, cohesive and effective leadership with a clear direction on improving standards, provision and achievement across the school
- To continue to improve the life chances and education for children beyond our current catchment of Hampton having achieved Sponsorship Trust status. This will ensure excellent practice; systems and models are used across the schools within the Hampton Collaborative Trust in SESL
- To promote Hampton Collaborative Trust via Trust website and collaborative working
- To sustain middle leaders role in evaluating the impact of and maintaining the consistency in their year group and curriculum area responsibilities developing capacity within the Trust
- To embed the ASC provision (Woodlands Class) for our most vulnerable learners who are unable to access the mainstream provision fulltime. These children will access The Woodlands classroom and continue their learning in a safe learning space equipped to support their needs.

#### Staff Development

- To continue to strengthen the role of subject leaders in monitoring, evaluating and leading children's learning in their subject ensuring a progressive and sequenced curriculum
- To ensure coaching appraisal is effective in supporting professional development for all staff
- To ensure that all staff continue to have opportunities for the professional review of their work

#### Raising Standards and Curriculum Development

To achieve our outcomes for children's learning, all areas of work will be focused on four core priorities:

- Sustain and improve pupil attainment and achievement in all areas and key stages
- Maintain high standards of teaching and learning to good or better across school ensuring equity for all children
- Maintain high standards of behaviour and safety for all pupils and continue to drive academic, personal, social and emotional wellbeing and development of all stakeholders
- Continue to enhance Leadership and Management across the school and Trust

---

## Hampton Primary School Academy

(A company limited by guarantee)

---

### Governors' Report For the Year Ended 31 August 2025

---

#### Overall Effectiveness

- Hampton Values embedded, underpinning every experience at Hampton
- COVID/Disadvantaged/low attaining children targeted through 3x assessment cycle including moderation and observations
- School's curriculum intent and implementation securely embedded across the school.
- The curriculum coherently planned and sequenced, and children can recall intended knowledge and skills over time.
- Continue to improve persistent absentees' attendance
- Continue to drive and improve standards and provision within the Hampton Collaborative Trust
- SEND ASC/SEMH Specialist Resourced Provision – The Woodland class
- Nurture provision – The Nest

#### Quality of Education

- Diminish COVID, disadvantaged and low attainers gap
- All subjects consistently embedded across the school and pupils recall the intended knowledge and skills over time
- Assessment of foundation subjects
- Subject leaders to drive improvement with planned monitoring and moderation cycles to check the quality of education in their subjects.
- Sustain/improve exceptionally strong typicality of teaching & learning using peer obs, coaching and mentoring systems for new and long-standing staff

#### Behaviour and Attitudes

- Reduce persistent absence – Attendance Heroes/ambassadors in every class
- Children are consistently highly motivated and demonstrate commitment to their education (PA)
- Continue strong Well Being and Mental Health provision for all stakeholders
- Embed communication and relationship policy
- Continue to strengthen OPAL provision

#### Personal Development

- ACE provision – A champion for every child to be implemented across the school with identified key staff and children
- Continue to provide rich experiences throughout the curriculum and extracurricular activities which enhance children's opportunities.
- Nurture provision allowing more children to succeed.  
Maintain high pastoral support, enhancing children's personal, emotional, mental health and well-being through the curriculum.

#### Effectiveness of Leadership and Management

- Cycle of monitoring teaching and learning, moderation coaching appraisal and assessment
- Core subject monitoring cycle (FS 1 & 6 terms 1,3,5/ years 2-5 terms 2,4,6) including moderation and data analysis within progress meetings
- Improve persistent absentees' attendance
- All leaders to drive improvement with planned cycles to check the quality of education and progression in core and foundation subjects. Subject leaders receive appropriate support to develop- staff CPD
- Year Group Leader development - coaching
- Sustain high levels of support and awareness of staff well-being
- ASC/SEMH Woodland Class
- Nurture provision for identified vulnerable children
- Trust vision and growth

#### Quality of Early Years

- Continue to eliminate disadvantage and gender attainment difference in Early Years from entry
- Measure entry data FS to exist
- Secure strong progress and attainment of GLD from entry starting points

#### Outcomes

- Improve attainment and accelerated progress for all children at end of FS, Year 1 Phonics, KS1 & KS2 expected and greater depth and Year 4 MTC
- Improve reading, writing and maths outcomes thus positively impacting combined
- Diminish any disparity in all key stages due to lasting impact of COVID-19

---

## Hampton Primary School Academy

(A company limited by guarantee)

---

### Governors' Report For the Year Ended 31 August 2025

---

#### Key priorities based on Section 5 Ofsted Report December 2024

- Some aspects of the curriculum are not being implemented in line with leaders' expectations. Sometimes, the activities that pupils complete are not sharply focused on the intended learning. The school should ensure that subject leaders have greater oversight of the implementation and impact of the curriculum to make sure they are in line with expectations.
- Pupil absence remains high, particularly for disadvantaged pupils. These pupils are not fully benefiting from the education available. The school should continue to work with pupils and their families so that any barriers to attendance are overcome.

#### Key performance indicators

Section 5 Ofsted inspection in December 2024 under the newly revised framework resulted in an overall judgment of 'good' and 'outstanding' judgments, with the following statements included:-

*'Pupils' well-being is at the heart of Hampton Primary. Each aspect of school life is designed around pupils' social and emotional development. Staff know the pupils very well. Relationships are warm, caring and nurturing. Pupils enjoy school. Bullying is rare, and if it does happen, pupils trust the adults to sort it out.'*

*'Pupils' behaviour and conduct are guided by the school's core values of kindness, resilience, reflection and aspiration. Pupils are polite and respectful.'*

*'In the early years and in lessons, they are engaged and focused. They have positive attitudes to their learning. This supports pupils to achieve the school's high expectations for their learning.'*

*'The school's ambitious curriculum begins in the early years, where children get off to a great start. Children fully immerse themselves in the purposeful learning and play activities available.'*

*'The provision for pupils' personal development is exceptional.'*

*'The school's work on mental health enables pupils to recognise and manage their emotions and feelings.'*

*'Pupils build their character and leadership skills through the varied roles of responsibility available.'*

*'The wide range of extra-curricular clubs, trips and visitors enrich pupils' learning.'*

*'Becoming a positive citizen of society is promoted through activities such as charity work, litter picking on the local beach, enterprise events and singing in the local care home.'*

The continued high number of pupils on roll has provided funding which has enabled the academy trust to continue smaller group teaching to Years 2 and 3, in addition to Years 4, 5 & 6, maintaining specialist support staff trained in Play Therapy and Forest School. In addition, the academy trust has been able to continue 'The Hive' provision, facilitating set routines, eating together, calmness and belonging before the school day, Woodland Class provision, and extend the role of the Attendance Officer to target absence rates.

Good financial management has meant that, in 2024/25, the academy has been able to resource Woodland Class for use during the year. Woodland Class provision provides an alternative provision for identified children with EHCPs and primary needs of ASC and Language and communication. This enables children with more complex needs to have an integrated provision between mainstream and specialist.

The academy has used its delegated school budget to increase efficiency by continuing its programme of installing LED lighting throughout the school.

The academy has resourced the continued implementation of the Opal play strategy, providing more active and creative playtimes, having a positive impact on behaviour.

The academy has implemented the ACE 'A champion for every child' programme, supporting identified pupils with a dedicated ACE tutor.

The academy has also used pupil premium funding for music (rock band) lessons for disadvantaged pupils.

The academy were again unsuccessful with a CIF grant application for replacement roof works, and Governors approved the emergency funding of £23k on urgent repairs.

The school successfully runs its own nursery, extended school clubs, both before and after school and during the school holidays, and catering provision.

---

## Hampton Primary School Academy

(A company limited by guarantee)

---

### Governors' Report For the Year Ended 31 August 2025

---

The academy is continuously working to improve the environmental measures in school, and is fortunate to be housed in a relatively new building. There continues to be a rolling programme in place to change both the external and internal lighting to energy efficient lighting. Timers on water boilers and water heaters have been installed. The School Council and Eco-School club continue to promote efficiency across the school. The academy operates a paperless system wherever possible, encouraging parents to sign up to SchoolsComms. 99% of families are currently signed up to receive communications electronically. The academy also uses a cashless system for the payment of school meals and extended school services, thus reducing paper systems and office staff time.

The academy received a good '68 C' energy operational rating in July 2025 (typical score for a public building being 100).

#### Going concern

After making appropriate enquiries, the Board of Governors has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. Evidence of this is seen in:-

- The work of the internal scrutiny function
- The School Resource Management Self-Assessment tool
- The work of the external auditor
- Monthly management accounts
- Monthly balance sheet
- Monthly cashflow forecast
- 3 Year Plan (financial forecast)
- Appropriate timing and control of incomings and outgoings
- Monitoring of pupil numbers on roll

The academy has an adequate and effective framework for governance, risk management and control. The Board of Governors continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

#### FINANCIAL REVIEW

##### Income

Most of the academy's income is obtained from the Department for Education (DfE) in the form of recurrent grants, some of which is restricted to particular purposes. In addition to the GAG, the academy received funds from the DfE for Universal Infant Free School Meals, Pupil Premium, Teachers Pension Grant, Teachers Pay Grant, Core Schools Budget Grant, ECT Grant, PE and Sports Premium and Rates. Other grant income included Local Authority Grants predominantly for High Needs, Early Years and Pupil Premium for Looked After Children. Funding for educational operations also included income from catering (2025: £49k and 2024: £49k) and trips (2025: £22k and 2024: £20k). Overall, it had increased slightly from the previous year (2025: £4,210 and 2024: £3,907k).

Income from other trading activities had remained in line with the previous year (2025: £107k and 2024: £101k).

The grants received from the DfE during the year ended 31 August 2025 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The academy has previously received grants for fixed assets from the DfE. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (Charities SORP (FRS 102) – second edition), 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. There were no fixed asset donations in the financial year 2024-2025.

##### Expenditure

Expenditure saw a rise from the previous year, predominantly due to salary increases (2025: £3,637k and 2024: £3,312k), although this also included additional support staff offset by high needs funding along with a full-time Attendance/Pastoral Support role. Expenditure on salaries amounted to 83% of total income, higher than recommended but necessary due to the significant level of need across the school.

---

## Hampton Primary School Academy

(A company limited by guarantee)

---

### Governors' Report For the Year Ended 31 August 2025

---

£50k had been committed to roof works (including £34k school contribution towards CIF application which had been unsuccessful). Of this, £23k had been contributed to capital for emergency roof repairs and the remainder would be carried forward to next year as the roof remains a school priority.

#### Summary

During the year ended 31 August 2025, total expenditure of £4,474k (2024: £4,173k) was met by recurrent grant funding from the DfE together with other income. The loss of income over expenditure for the year before actuarial movements on the LGPS was £99k (2024: £98k).

The actuarial loss on the LGPS was £78k (2024: a loss of £83k) and the overall net deficit for the year was £177k (2024: £181k). The total funds carried forward had therefore decreased to £6,276k (2024: £6,453k).

The pension reserve, relating to the present value of the Local Government Pension Scheme defined benefit liability, shows a £nil balance at 31 August 2025 (2024: £nil). In accordance with accounting requirements, the academy trust's share of LGPS is carried on the Balance Sheet, with movements each year quantified by the Local Authority's actuary and reflected through the SOFA.

The valuation report received from the Local Authority appointed actuary indicated that a pension accounting surplus existed at 31 August 2025. The accounting standards state that if an employer has an accounting surplus, it should only be recognised to the extent that it is able to recover the surplus either through reduced contributions in the future, or through refunds. However, there are differing opinions across the whole of the public sector and the accounting profession as to the extent to which a pension surplus represents an "unconditional right" of employers and therefore the extent to which the surplus can be recognised as being of economic value, and to date the DfE have been unable to give any guidance to academy trusts. The Trustees have therefore taken the view that, as a long-term employer open to new members, there is not a reasonable expectation of ever reaching a point of cessation and therefore being able to access a return of surplus. Accordingly, the surplus has not been included and a break-even £nil position has been reflected on the Balance Sheet. The pension surplus is disclosed in note 2 and the actuarial assumptions and other movements in the year are disclosed in note 26.

It is noteworthy that any pension surplus or deficit is merely an accounting figure calculated under FRS 102 for the purposes of the financial statements and has no direct effect on the employer contribution rate paid by the academy trust, which is determined using longer-term funding assumptions. These contribution rates are reviewed every three years in consultation with the scheme's administrators, and current employer contributions due by the academy trust are fixed until 1 April 2026.

The net current assets were £554k (2023: £563k), less the £5k of creditors falling due after more than one year (Salix Loan). £50k had been committed to a further CIF bid for roof repair/replacement.

At 31 August 2025 the net book value of fixed assets was £5,727k (2024: £5,897k) and movements in tangible fixed assets are shown in note 14 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the academy trust.

The land, buildings and other assets were transferred to the academy trust upon conversion. Land and Buildings were professionally valued on 1 April 2012 at £4,550k on an existing use value basis. More recently, a DfE Land & Buildings valuation dated April 2021 valued the total Land and Buildings at £8,975k. Other assets have been included in the financial statements at a best estimate, taking into account purchase price and remaining useful lives.

#### **Reserves Policy**

The Governors review the reserve levels of the academy trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Governors take into consideration the future plans of the academy, the uncertainty over future income streams and other key risks identified during the risk review.

The Governors have determined that the appropriate level of unrestricted reserves should be between two and four weeks expenditure, approximately £200k-400k (2024: £200k-400k). The reason for this 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, without holding excess funds.

The academy trust held fund balances at 31 August 2025 of £6,276k (2024: £6,453k) comprising £5,729k of restricted funds (2024: £5,897k) and £547k of unrestricted general funds (2024: £556k). The restricted funds are represented by tangible fixed assets. There were no other restricted funds (2024: £nil).

---

## Hampton Primary School Academy

(A company limited by guarantee)

---

### Governors' Report For the Year Ended 31 August 2025

---

#### 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 Governors see fit. The organisation has a positive cash balance to cover eventualities and unforeseen expenses. The banking facilities are reviewed on a regular basis.

#### Principal Risks and Uncertainties

The Governors have assessed the major risks to which the academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the academy, and its finances. The Governors have implemented a number of systems to assess risks that the school faces across strategic/reputational, operational, compliance and finance risk. The Governors have introduced systems, including operational procedures and internal financial controls in order to minimise risk. Where significant financial risk still remains they have ensured they have adequate insurance cover. The principal risks and uncertainties that Hampton Primary School Academy faces are mitigated by the risk management process that the academy trust has in place. The Risk Register is reviewed by the Audit Committee at each meeting. The academy has an effective system of internal financial controls and this is explained in more detail in the Governance Statement on page 16.

The Governors examine the financial health formally every term, reviewing performance against budgets and overall expenditure by means of regular update reports at all full Governors' and Finance Committee meetings. The School Business Manager also monitors cashflow monthly and ensures sufficient funds are held to cover all known and anticipated commitments. Copies of the monthly management accounts are shared with the Finance Committee and Chair of Governors each month, and with the full Governing Board at each meeting.

The Governing Board recognises that the defined benefit scheme (Local Government Pension Scheme), which is set out in note 18 to the financial statements, represents a significant potential liability. However, as the Governors consider that the academy is able to meet its known annual contribution commitments for the foreseeable future, the risk from this liability is minimised.

The financial risks to which Hampton Primary School Academy is exposed to relates primarily to:

- Change in government and legislation, including pandemic outbreaks
- Cyber attacks
- Data Protection
- Fraud
- Estate Management/Health & Safety (including roof condition)
- The potential loss of income generation

Change of Government Policy – the academy revises the 3 Year School Plan regularly to cope with changes in Government Policy, taking action where necessary to decrease costs and increase income from other sources. The academy closely monitors the financial impact of high inflation and increasing costs, and in particular the increase in staff costs against the level of need in the school.

Cyber-attacks - The academy revises school insurance cover annually and has a comprehensive Cyber Liability policy as added protection with cyber-attacks assessed as very high risk. All staff and governors have received cyber security training. The academy is working towards achieving the Cyber Essentials accreditation.

Fraud – In addition to the annual audit, the academy has appointed an experienced School Business Manager from another academy trust to carry out checks by peer review on financial systems and records as required by the Academy Trust Handbook. The academy has clear Financial Procedures laid down within the Finance Policy, and a good segregation of duties. All staff receive and acknowledge a copy of the Whistleblowing Policy annually. All the school assets above a set limit are included within the academy's asset register, which is supplemented by photographic records.

Estate Management/Health & Safety – the academy has an appropriate Health & Safety policy and an Emergency Response Plan, both of which are reviewed annually. Risk Assessments are carried out for high risk areas and events. An internal scrutiny audit took place in 2022 to measure the health and safety performance of the school. The Estate Vision and Strategy is included within the School Improvement Plan. Recent emergency roof works have been approved following the academy's unsuccessful CIF grant application.

#### Fundraising

The academy trust does not employ any professional fundraisers to fund raise on its behalf but all staff members and any volunteers involved in fundraising activities are trained in accordance with recognised standards so as to ensure that the public, including vulnerable people, are protected from unreasonable or intrusive approaches. The academy trust has not received any complaints about its fund raising activities.

---

## **Hampton Primary School Academy**

**(A company limited by guarantee)**

---

### **Governors' Report For the Year Ended 31 August 2025**

---

#### **PLANS FOR FUTURE PERIODS**

The academy is in the early stages of growth, collaborating with other similar SATs.

The academy will continue striving to improve the levels of performance of its pupils at all levels and will continue to ensure all pupils reach their full potential.

The school has an outstanding understanding of its strengths and areas for development based on rigorous analysis of internal data, monitoring of teaching and learning and school evaluation. The School Improvement Plan has all the correct areas identified for improvement and is based on post OFSTED priorities, analysis of data which is meticulously analysed by the Headteacher and the Senior Leadership Team five times a year. The SIP is regularly monitored and amended annually by the SLT and Governors. It is underpinned by appropriate budget links.

School improvement strategies are highly effective because subjects identified as previously underperforming have been successfully addressed through a combination of rigorous monitoring, outstanding CPD, including coaching/mentoring and thorough analysis of internal and external data. The school makes good provision for personalised learning, support and intervention programmes for individual pupils.

The Woodland Class is an additional provision for identified Hampton pupils with complex SEND, fully staffed and resourced, and will continue to provide a bespoke alternative provision for identified children who struggle with fulltime mainstream provision. This provision has been designed to support and manage some of the most complex needs of the children, providing an area which facilitates learning and nurture enabling children to develop and thrive whilst at Hampton. The pathway for the children in Woodlands class is specialist provision. This provision is subject to the continued receipt of additional high needs funding, although the changes to funding may significantly impact this provision.

The Nurture Nest is another layer of provision for children typically with a diagnosis of ASC/ADHD or have lived experiences presenting as trauma informed behaviours or EBSA (school based anxiety). These children are struggling to access the adaptations in their mainstream classes but not complex enough to access the Woodlands provision. The intention is to provide a nurture provision focusing on emotional wellbeing and regulation for set periods of time to reduce school based anxiety and gradually integrate back into their classes.

The Board are aware of the higher than recommended expenditure on staffing, which is necessary due to the significant level of need across the school. Budgets and pupil numbers continue to be closely monitored. The Headteacher and Chair of Governors have raised complaints with the Local Authority about the changes and budget cuts to high needs funding. These cuts place greater strain and pressure on Hampton to safely provide bespoke alternative provisions. This is being escalated to the DFE and the Regional Schools Commissioner.

The academy has budgeted a minimum £50k school contribution for urgent targeted roof repairs, although these are fire-fighting the larger scale problem across the entire school building and a grant will be needed for the large-scale roof works needing repair or replacement. £23k emergency works was authorised in July 2025 which would take place across both years 24/25 and 25/26, with further urgent repairs for the forthcoming year anticipated as further extreme weather is likely during the winter months.

The academy are awaiting the outcome of a survey on fire protection as a result of a recent Fire Risk Assessment review.

The strive for excellence is evident in many aspects of school life, but particularly in the strong culture of collaboration, openness and commitment to professional learning. Staff CPD is outstanding in the way that all staff work relentlessly at sharing best practice and fulfil the school's moral imperative at improving the quality of learning both at a local, national and international level. The school has recently procured a training package from The National College for all staff to enhance CPD.

---

**Hampton Primary School Academy**

**(A company limited by guarantee)**

---

**Governors' Report  
For the Year Ended 31 August 2025**

---

**AUDITOR**

In so far as the Governors are aware:

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

A resolution proposing that UHY Hacker Young be reappointed as auditor of the charitable company will be put to the members.

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

Signed by:



56BCE0A5F6E24DF...

**Mr J Howes**  
Chair

Date: 24 November 2025

## Hampton Primary School Academy

(A company limited by guarantee)

### Governance Statement For the Year Ended 31 August 2025

#### Scope of Responsibility

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

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

#### Governance

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors' Responsibilities. The Board of Governors has formally met 3 times during the year. Attendance during the year at meetings of the Board of Governors was as follows:

| <u>Governor</u> | <u>Meetings attended</u> | <u>Out of a possible</u> |
|-----------------|--------------------------|--------------------------|
| Mrs C Atkinson  | 3                        | 3                        |
| Mr J Cox        | 3                        | 3                        |
| Mr K Denchfield | 1                        | 3                        |
| Mrs T Dowling   | 1                        | 3                        |
| Mr J Howes      | 2                        | 3                        |
| Mrs S Long      | 1                        | 2                        |
| Mrs R Merron    | 3                        | 3                        |
| Ms Y Nunn       | 2                        | 3                        |
| Mr W Phillips   | 3                        | 3                        |
| Mrs H Robson    | 3                        | 3                        |
| Mr L Shilling   | 3                        | 3                        |
| Mr J Shippey    | 3                        | 3                        |
| Mr Q Vo         | 3                        | 3                        |

Mr Shilling continues to be a Member of the Trust and Chair of Governors until his resignation came into effect on 31<sup>st</sup> August 2025. Mr Howes has been approved as the new Chair by the Board of Governors with effect from 1<sup>st</sup> September 2025, also becoming a Member of the Trust at that time. During the year, Mr Phillips was re-appointed as staff governor on 7<sup>th</sup> October 2024, and Mrs Atkinson and Mrs Robson were appointed as new staff governors on 25<sup>th</sup> November 2024. Mrs Long was appointed as a co-opted governor on 17<sup>th</sup> March 2025.

The Governors have set the strategic vision for growing the Trust, held the Headteacher and SLT to account and have overseen the Trust's financial performance. The trust has an annual action plan which covers monitoring the school's priorities, children's performance, attendance, mental health and wellbeing of staff and pupils, and the Board's effectiveness.

The Trust ensures that anyone involved in spending public money does not benefit personally from decisions they make. To avoid any misunderstanding that might arise, all Governors, senior staff and staff with financial responsibility are required to declare any financial interests they may have in companies or individuals from which the Trust may purchase goods or services. The Board update their Register of Business Interests on an annual basis and this is documented on the school website. Governors are asked to declare any conflict of interest against any item on the agenda at each meeting. Where a Member, Trustee, Governor or member of staff has any interest, either pecuniary or non-pecuniary, in a matter to be discussed, that person must declare their interest and withdraw from that part of the meeting. It is the responsibility of Members, Trustees, Governors and members of staff to ensure their declarations of business interests are kept up to date at all times and to amend or update them as necessary. There have been no related party transactions in the year other than donations received from The Friends of Hampton School Association.

The full Governing Board met 3 times throughout the year, monitoring overall effectiveness, leadership and management, finance, outcomes, quality of education, behaviour and attitudes and quality of early years. In addition, Governing Board committee meetings took place covering Finance/Audit, Personnel, Premises/Health & Safety, Leadership & Management,

**Hampton Primary School Academy**  
**(A company limited by guarantee)**

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

Achievement Attainment and Standards and Safeguarding to ensure robust governance and effective management arrangements. The Board approved the 3 Year Plan, cleaning contract, academy policies and the updated Risk Register during the year.

The annual self-evaluation and skills audit were completed in the summer term. Governor skill sets are taken into account when appointing committee members.

The Finance Committee is a sub-committee of the main Board of Governors, which has been delegated responsibility for aspects of financial management, including strategic planning, evaluating and recommending the annual budget and 3 year plan for approval by the Governing Board, monitoring the financial position of the school, evaluating and reporting on tenders and contracts, to receive the Auditors and internal audit report, and to act as Audit Committee.

Attendance at meetings in the year was as follows. In addition, the School Business Manager (CFO), Sue Gray, attended all of the meetings.

| <u>Governor</u> | <u>Meetings attended</u> | <u>Out of a possible</u> |
|-----------------|--------------------------|--------------------------|
| Mr J Cox        | 2                        | 3                        |
| Mr J Shippey    | 3                        | 3                        |

**Conflicts of Interest**

The academy trust has Register of Business Interests as an agenda item at every Board of Trustees meeting. Once a year, the trustees also complete a Related Parties questionnaire. To avoid any circumstances where a conflict of interest may occur, members of the board and family members are not requested to quote for any major building work or another other requirement, that the school may require or to work for a paid fee. If a conflict should arise, the board would first assure themselves that this in the best interests of the trust and will better help it achieve its purposes. The board would manage, and be seen to manage, any conflicts of interest that may arise, and be open and accountable to those with an interest, and shown in the minutes of the Trustees meeting.

**Review of value for money**

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

The Accounting Officer considers how the academy trust’s use of its resources has provided good value for money during each academic year, and reports to the Board of Governors where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer for the academy trust has delivered improved value for money during the year by:

Ensuring that resources are directed where they are most needed and most effective in meeting educational requirements, for example;

- Providing high quality teaching resources throughout the school ensuring quality and effective provision at all stages of children’s development,
- Providing inclusive and fully integrated curricular provision, improving the effectiveness of the academy with regular evaluation and review of the curriculum and procedures in place.
- Providing a safe learning environment to ensure the school continues to operate under government guidelines.

The academy has:

- Deployed staff effectively, using funding for small group teaching in years 2, 3, 4, 5 and 6, full-time LSAs, in-house classroom cover for continuity and other targeted small group learning.
- Maximised use of the converted the mobile building with ‘Woodland Class’ providing an additional resource provision for identified pupils.
- Approved contracts for auditors, premises insurance, cleaning contractors, Cantium/The Education People and emergency roof repairs.

Financial oversight and Governance include regular monitoring by the Governing Board and its committees, including the Finance and Staffing committees.

---

## Hampton Primary School Academy

(A company limited by guarantee)

---

### Governance Statement For the Year Ended 31 August 2025

---

Additional monitoring has been informed by:

- The work of our external Auditors
- Internal Audit Reports
- Internal Control Checks

The Governors and school managers apply the principles of best value when making decisions about:

- the allocation of resources to best promote the aims and values of the school.
- the targeting of resources to best improve standards and the quality of provision.
- the use of resources to best support the various educational needs of all pupils.
- the quality of the school environment and equipment, in order to provide a supportive environment conducive to learning and recreation.

The academy has:

- Reviewed and approved the 3 Year Plan.
- Reviewed contracts prior to renewal, securing reductions where possible.
- Authorised emergency roof repairs.
- Ensured that the academy is adequately insured, including sufficient cyber liability insurance.
- Reviewed and updated policies.
- Used Benchmarking and SRMSAT to inform financial review and compare performance.

Governors and school managers operate procedures for assessing need, and obtaining goods and services which provide “best value” in terms of suitability, efficiency, time, and cost. Measures already in place include:

- competitive tendering procedures (e.g. for goods and services above £10,000)
- procedures for accepting “best value” quotes, which are not necessarily the cheapest (e.g. suitability for purpose and quality of workmanship)
- procedures which minimise office time by the purchase of goods or services under £3,000 direct from known, reliable suppliers (e.g. stationery, small equipment)

Examples of steps taken to maximise income include:

- Grant applications
- Letting out of the school premises
- Higher interest bank account

The academy has:

- Continued to review staffing to provide a profitable catering service.
- Continued to offer Out of School Club provision.
- Continued to invest in Long Term Deposits as funds allow to benefit from high interest rates.
- Applied CCL exemption on gas/electric supplies.

Reviewing controls and managing risks

- The academy has a comprehensive Risk Register in place which is reviewed termly at each Finance/Audit Committee meeting.
- Insurance levels are reviewed annually and used cost effectively to manage risks.
- Regular budget reports are reviewed, and Best Value is discussed, at each Finance Committee meeting.
- External assurance by the external Auditors and Internal Audit.

The academy continues to review spending to ensure that the main objectives continue to be met, providing the best possible educational outcomes through the economic, efficient and effective use of all the resources.

#### The Purpose of the System of Internal Control

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

---

**Hampton Primary School Academy**  
**(A company limited by guarantee)**

---

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

---

**Capacity to Handle Risk**

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

**The Risk and Control Framework**

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

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

The Board of Governors has considered the need for a specific internal scrutiny function and appointed Mrs J Linter, School Business Manager at Sheldwich Primary School Academy to undertake a peer review. In addition, safeguarding checks were carried out by the LA's School Improvement Partner at the beginning of the year, and the academy were reviewing IT security in a bid to secure the Cyber Essentials accreditation.

The programme of internal scrutiny is to provide assurance to the Board that its financial and non-financial controls and risk management procedures are operating effectively, by evaluating suitability and compliance, offering advice and insight, and ensuring all categories of risk are being adequately identified, reported and managed.

The internal auditor reports to the Board of Governors through the Audit (Finance) Committee on the operation of the systems of control and on the discharge of its responsibilities.

**Review of Effectiveness**

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


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

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

Based on the advice of the Audit (Finance) Committee and the accounting officer, the Board of Governors is of the opinion that the Academy Trust has an adequate and effective framework for governance, risk management and control.

Approved by order of the members of the board of trustees and signed on its behalf on 24 November 2025 by:

Signed by:  
  
56BCE0A5F6E24DF...  
**Mr J Howes**  
Chair

DocuSigned by:  
  
17104B812BD346F...  
**Ms Y Nunn**  
Accounting Officer

---

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

---

**Statement of Regularity, Propriety and Compliance**

---

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

I confirm that I and the academy Board of Governors are able to identify any material irregular or improper use of all funds by the academy, or material non-compliance with the framework of authorities.

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

DocuSigned by:  
  
17104B812BD346F...

**Ms Y Nunn**  
Accounting Officer  
Date: 24 November 2025

---

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

---

**Statement of Governors' responsibilities**  
**For the Year Ended 31 August 2025**

---

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

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

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

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

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

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

Approved by order of the members of the Board of Governors and signed on its behalf by:

Signed by:  
  
56BCE0A5F6E24DF...

**Mr J Howes**  
Chair of Governors

Date: 24 November 2025

---

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

---

---

**Independent Auditors' Report on the financial statements to the Members of Hampton Primary School Academy**

---

**Opinion**

We have audited the financial statements of Hampton Primary School Academy (the 'academy') for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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

**Other information**

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

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

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

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

---

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

---

**Independent Auditors' Report on the financial statements to the Members of Hampton Primary School Academy**  
**(continued)**

---

**Matters on which we are required to report by exception**

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

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

- 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 Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

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

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

**Auditors' responsibilities for the audit of the financial statements**

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

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

*How the audit was considered capable of detecting irregularities including fraud*

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- we identified the laws and regulations applicable to the academy trust through discussions with management, and from our commercial knowledge and experience of the academy and wider education sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the accounts or the operations of the academy trust, including the Academy Trust Handbook, Annual Accounts Direction, Charity SORP and the Companies Act 2006;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

---

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

---

**Independent Auditors' Report on the financial statements to the Members of Hampton Primary School Academy**  
**(continued)**

---

We assessed the susceptibility of the academy trust's accounts to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading minutes of meetings of those charged with governance; and
- enquiring of management and representatives of Trustees as to actual and potential litigation and claims.

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

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

**Use of our report**

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

Signed by:  
  
1102ED52BDD84BD...

**Tracey Moore BFP ACA (Senior Statutory Auditor)**

for and on behalf of

**UHY Hacker Young**

Chartered Accountants

Statutory Auditors

Thames House

Roman Square

Sittingbourne

Kent

ME10 4BJ

Date: 26 November 2025

---

**Hampton Primary School Academy  
(A Company Limited by Guarantee)**

---

**Independent Reporting Accountant's Assurance Report on Regularity to Hampton Primary School Academy and the Secretary of State for Education**

---

In accordance with the terms of our engagement letter dated 19 September 2023 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Hampton Primary School Academy during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes identified by Parliament and that the financial transactions do not conform to the authorities which govern them.

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

**Respective responsibilities of Hampton Primary School Academy's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Hampton Primary School Academy's funding agreement with the Secretary of State for Education dated 30 March 2012 and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**Approach**

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

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

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

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

We conducted our work in accordance with Technical Release TECH 08/12 AAF issued by the Institute of Chartered Accountants In England and Wales. In accordance with that Technical Release we have carried out the procedures we consider necessary to arrive at our conclusion. Other than those procedures undertaken for the purposes of our audit of the financial statements of Hampton Primary School Academy for the year ended 31 August 2025 which provide evidence on regularity, our work was limited to only those additional procedures necessary to provide limited assurance.

The work undertaken to draw to our conclusion included:

- An evaluation of the general control environment, and whether delegated financial authorities are complied with and appropriate segregation of duties is in place.
- An assessment of the risk of material irregularity and impropriety across all of the Academy Trust's activities, which includes a review of the internal scrutiny reports for the year.
- Further testing and review of the areas identified through the risk assessment including enquiry and examination of supporting evidence across all areas identified, as well as additional verification work where considered necessary.
- A review of whether grants have been used in accordance with funding conditions.
- A review of trustee board and relevant sub-committee minutes for declaration interests.
- A review of expenditure for any supplies from related or connected parties.

---

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

---

**Independent Reporting Accountant's Assurance Report on Regularity to Hampton Primary School Academy and the Secretary of State for Education (continued)**

---

- Consideration of whether the Academy Trust's governance arrangements and composition are in line with the Academy Trust Handbook.
- An assessment of whether the Academy Trust has complied with the 'must' requirements of the Academy Trust Handbook, which includes a review of the self-assessment declaration that we asked the Accounting Officer to complete.
- A review of the annual School Resource Management Self-Assessment Checklist submitted to the DfE.
- Consideration of evidence obtained through the work detailed above and the work completed as part of our external audit of the financial statements in order to support the regularity conclusion.

In line with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued March 2025, we have not performed any additional procedures regarding the Academy Trust's compliance with safeguarding, health and safety and estates management.

**Conclusion**

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

Signed by:  
  
1102ED52BDD4BD...

**UHY Hacker Young**  
Chartered Accountants  
Statutory Auditors  
Thames House  
Roman Square  
Sittingbourne  
Kent  
ME10 4BJ

Date: 26 November 2025

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

**Statement of financial activities (incorporating income and expenditure account)**  
**For the Year Ended 31 August 2025**

|   | Note | Unrestricted<br>funds<br>2025<br>£000 | Restricted funds<br>2025<br>£000 | Restricted fixed<br>asset funds<br>2025<br>£000 | Total<br>funds<br>2025<br>£000 | Total<br>funds<br>2024<br>£000 |
|---|------|---------------------------------------|----------------------------------|---|--------------------------------|--------------------------------|
| <b>Income from:</b>   |      |                                       |                                  |   |                                |                                |
| Donations and capital grants  | 3    | 37                                    | -                                | 11  | 48                             | 57                             |
| Other trading activities  | 4    | 107                                   | -                                | -   | 107                            | 101                            |
| Investments   | 5    | 10                                    | -                                | -   | 10                             | 10                             |
| Funding for educational operations                                  | 6    | 71                                    | 4,139                            | -   | 4,210                          | 3,907                          |
| <b>Total income</b>   |      | <b>225</b>                            | <b>4,139</b>                     | <b>11</b>                                       | <b>4,375</b>                   | <b>4,075</b>                   |
| <b>Expenditure on:</b>  |      |                                       |                                  |   |                                |                                |
| Raising funds   | 8    | 65                                    | 7                                | -   | 72                             | 61                             |
| Charitable activities   | 9    | 169                                   | 4,045                            | 188   | 4,402                          | 4,112                          |
| <b>Total expenditure</b>  |      | <b>234</b>                            | <b>4,052</b>                     | <b>188</b>                                      | <b>4,474</b>                   | <b>4,173</b>                   |
| <b>Net (expenditure)/income</b>                                     |      | <b>(9)</b>                            | <b>87</b>                        | <b>(177)</b>                                    | <b>(99)</b>                    | <b>(98)</b>                    |
| Transfers between funds   | 18   | -                                     | (9)                              | 9   | -                              | -                              |
| <b>Net movement in funds before other recognised gains/(losses)</b> |      | <b>(9)</b>                            | <b>78</b>                        | <b>(168)</b>                                    | <b>(99)</b>                    | <b>(98)</b>                    |
| <b>Other recognised gains/(losses):</b>                             |      |                                       |                                  |   |                                |                                |
| Actuarial gains/(losses) on defined benefit pension schemes         | 26   | -                                     | 833                              | -   | 833                            | (19)                           |
| Adjustment or restriction on pension assets                         | 26   | -                                     | (911)                            | -   | (911)                          | (64)                           |
| <b>Net movement in funds</b>  |      | <b>(9)</b>                            | <b>-</b>                         | <b>(168)</b>                                    | <b>(177)</b>                   | <b>(181)</b>                   |
| <b>Reconciliation of funds:</b>                                     |      |                                       |                                  |   |                                |                                |
| Total funds brought forward   | 18   | 556                                   | -                                | 5,897   | 6,453                          | 6,634                          |
| Net movement in funds   |      | (9)                                   | -                                | (168)   | (177)                          | (181)                          |
| <b>Total funds carried forward</b>                                  |      | <b>547</b>                            | <b>-</b>                         | <b>5,729</b>                                    | <b>6,276</b>                   | <b>6,453</b>                   |

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

The notes on pages 30 to 50 form part of these financial statements.

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**  
**Registered number: 07966182**

**Balance Sheet**  
**As at 31 August 2025**

|   | Note | 2025<br>£000 | 2024<br>£000 |
|---|------|--------------|--------------|
| <b>Fixed assets</b>                                     |      |              |              |
| Tangible assets   | 14   | 5,727        | 5,897        |
| <b>Current assets</b>                                   |      |              |              |
| Debtors   | 15   | 137          | 117          |
| Cash at bank and in hand                                | 23   | 666          | 684          |
|   |      | 803          | 801          |
| <b>Current liabilities</b>                              |      |              |              |
| Creditors: amounts falling due within one year          | 16   | (249)        | (238)        |
|   |      | 554          | 563          |
| <b>Net current assets</b>                               |      |              |              |
|   |      | 6,281        | 6,460        |
| <b>Total assets less current liabilities</b>            |      |              |              |
| Creditors: amounts falling due after more than one year | 17   | (5)          | (7)          |
|   |      | 6,276        | 6,453        |
| <b>Net assets excluding pension asset</b>               |      |              |              |
| Defined benefit pension scheme asset                    | 26   | -            | -            |
|   |      | 6,276        | 6,453        |
| <b>Total net assets</b>                                 |      |              |              |
|   |      | 6,276        | 6,453        |
| <b>Funds of the academy</b>                             |      |              |              |
| <b>Restricted funds</b>                                 | 18   | 5,729        | 5,897        |
| <b>Unrestricted income funds</b>                        | 18   | 547          | 556          |
|   |      | 6,276        | 6,453        |
| <b>Total funds</b>                                      |      |              |              |
|   |      | 6,276        | 6,453        |

The financial statements on pages 27 to 50 were approved and authorised for issue by the Governors and are signed on their behalf, by:

Signed by:  
  
 56BCE0A5F6E24DF...

**Mr J Howes**  
 Chair of Governors

Date: 24 November 2025

DocuSigned by:  
  
 17104B812BD346F...

**Ms Y Nunn**  
 Accounting Officer

The notes on pages 30 to 50 form part of these financial statements.

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

**Statement of Cash Flows**  
**For the Year Ended 31 August 2025**

|   | Note   | 2025<br>£000                    | 2024<br>£000                    |
|---|--------|---------------------------------|---------------------------------|
| <b>Cash flows from operating activities</b>             |        |                                 |                                 |
| Net cash used in operating activities                   | 20     | (19)                            | (152)                           |
| <b>Cash flows from investing activities</b>             | 22     | 3                               | (9)                             |
| <b>Cash flows from financing activities</b>             | 21     | (2)                             | (1)                             |
|   |        | <u>          </u>               | <u>          </u>               |
| <b>Change in cash and cash equivalents in the year</b>  |        | (18)                            | (162)                           |
| Cash and cash equivalents at the beginning of the year  |        | 684                             | 846                             |
| <b>Cash and cash equivalents at the end of the year</b> | 23, 24 | <u>          </u><br><u>666</u> | <u>          </u><br><u>684</u> |

The notes on pages 30 to 50 form part of these financial statements

---

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

---

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

---

**1. Accounting policies**

Hampton Primary School Academy (registered number 07966182) is a charitable company, incorporated in England and Wales. Its registered office address is Hampton Primary School, Fitzgerald Avenue, Herne Bay, Kent, CT6 8NB.

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

**1.1 Basis of preparation of financial statements**

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

Hampton Primary School Academy meets the definition of a public benefit entity under FRS 102.

**1.2 Going concern**

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

**1.3 Income**

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

• **Grants**

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

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

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

• **Donations**

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

• **Other income**

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

---

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

---

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

---

**1. Accounting policies (continued)**

**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.

- **Expenditure on raising funds**

This includes all expenditure incurred by the academy 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 academy's educational operations, including support costs and costs relating to the governance of the academy apportioned to charitable activities.

Where relevant, all resources expended are inclusive of irrecoverable VAT.

**1.5 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the academy; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**1.6 Taxation**

The academy is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the academy is potentially exempt from taxation in respect of income or capital gains received within categories covered by Part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**1.7 Tangible fixed assets**

Individual assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment. Assets purchased in a group costing £5,000 or more are also capitalised as tangible fixed assets.

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

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

Depreciation is provided on the following bases:

|                         |  |
|-------------------------|--|
| Land and buildings      | - Buildings over 50 years; leasehold land over 125 years |
| Leasehold improvements  | - Between 10 and 50 years                                |
| Furniture and equipment | - Over 5 years   |
| Computer equipment      | - Over 3 years   |

---

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

---

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

---

**1. Accounting policies (continued)**

**1.7 Tangible fixed assets (continued)**

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

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

**1.8 Debtors**

Prepayments are valued at the amount prepaid net of any trade discounts due.

**1.9 Liabilities**

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

**1.10 Financial instruments**

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

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

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 16 and 17. 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.

**1.11 Operating leases**

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

**1.12 Pensions**

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

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

The LGPS is a funded multi-employer scheme, and the assets are held separately from those of the academy in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date. The amounts charged to operating surplus are the current service

---

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

---

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

---

**1. Accounting policies (continued)**

**1.12 Pensions (continued)**

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 academy at the discretion of the Governors.

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

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

Investment income, gains and losses are allocated to the appropriate fund.

**2. Critical accounting estimates and areas of judgment**

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

Critical accounting estimates and assumptions:

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

**Pension valuation**

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 26, 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 ultimate responsibility for setting the assumptions is that of the academy trust, as the employer, however each year the LGPS actuary proposes a standard set of assumptions as part of the valuation exercise, using their expert opinion, and which comply with the accounting requirements. The academy trust has, in practice with most employers, adopted the recommended actuarial assumptions following further consultation with its auditors to ensure these assumptions are reasonable and in line with those adopted by other academy trusts.

**Hampton Primary School Academy  
(A Company Limited by Guarantee)**

**Notes to the Financial Statements  
For the Year Ended 31 August 2025**

**2. Critical accounting estimates and areas of judgment (continued)**

Critical areas of judgment:

**Local Government Pension Scheme surplus**

FRS102 section 28.22 allows an entity to recognise a surplus within the Local Government Pension Scheme "only to the extent it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan." The trustees have considered it unlikely that a surplus being recognised would ever result in a repayment or reduction in contributions, given that such a surplus is probably only temporary.

Therefore although the actuarial report for the year ended 31 August 2025 indicates a defined benefit asset of £1,150k (2024 - £239k) existed at the year end date, this asset has been restricted to leave a break-even position on the Balance Sheet.

The movement in the unrecognised defined benefit asset during the year of £911k (2024: £64k) is shown on the Statement of Financial Activities as an adjustment for restriction on pension assets.

**Useful economic life of tangible fixed assets**

Useful economic life is in line with the accounting policy. In setting these policies management will consider the industry average of the asset life and the number of years they expect the asset to be in use.

**3. Income from donations and capital grants**

|                                       | <b>Unrestricted<br/>funds<br/>2025<br/>£000</b> | <b>Restricted<br/>fixed asset<br/>funds<br/>2025<br/>£000</b> | <b>Total<br/>funds<br/>2025<br/>£000</b> | <i>Total<br/>funds<br/>2024<br/>£000</i> |
|---------------------------------------|---|---|--|--|
| Donations                             | 37  | -   | 37                                       | 46                                       |
| Capital grants                        | -   | 11  | 11                                       | 11                                       |
|                                       | <u>37</u>                                       | <u>11</u>   | <u>48</u>                                | <u>57</u>                                |
| <i>Analysis of 2024 total by fund</i> | <u>46</u>                                       | <u>11</u>   | <u>57</u>                                |  |

**4. Income from other trading activities**

|                                       | <b>Unrestricted<br/>funds<br/>2025<br/>£000</b> | <b>Total<br/>funds<br/>2025<br/>£000</b> | <i>Total<br/>funds<br/>2024<br/>£000</i> |
|---------------------------------------|---|--|--|
| Extended schools income               | 94  | 94                                       | 88                                       |
| Hire of facilities                    | 11  | 11                                       | 5  |
| Other trading income                  | 2   | 2  | 8  |
|                                       | <u>107</u>                                      | <u>107</u>                               | <u>101</u>                               |
| <i>Analysis of 2024 total by fund</i> | <u>101</u>                                      | <u>101</u>                               |  |

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

**5. Investment income**

|                                       | <b>Unrestricted<br/>funds<br/>2025<br/>£000</b> | <b>Total<br/>funds<br/>2025<br/>£000</b> | <i>Total<br/>funds<br/>2024<br/>£000</i> |
|---------------------------------------|---|--|--|
| Investment income                     | 10  | 10                                       | 10                                       |
| <i>Analysis of 2024 total by fund</i> | <i>10</i>                                       | <i>10</i>                                |  |

**6. Funding for the academy's educational operations**

|   | <b>Unrestricted<br/>funds<br/>2025<br/>£000</b> | <b>Restricted<br/>funds<br/>2025<br/>£000</b> | <b>Total<br/>funds<br/>2025<br/>£000</b> | <i>Total<br/>funds<br/>2024<br/>£000</i> |
|---|---|---|--|--|
| <b>Educational operations</b>                                 |   |   |  |  |
| <b>DfE grants</b>   |   |   |  |  |
| General Annual Grant (GAG)                                    | -   | 2,966   | 2,966                                    | 2,879                                    |
| Other DfE grants  |   |   |  |  |
| Pupil Premium   | -   | 303   | 303                                      | 293                                      |
| Universal Infant Free School Meals                            | -   | 75  | 75                                       | 72                                       |
| Teachers' Pay Grant   | -   | 53  | 53                                       | 52                                       |
| Teachers pension  | -   | 64  | 64                                       | 27                                       |
| Mainstream Schools Additional Grant                           | -   | -   | -  | 101                                      |
| Core Schools Budget Grant                                     | -   | 111   | 111                                      | -  |
| Others  | -   | 56  | 56                                       | 63                                       |
|   | -   | 3,628   | 3,628                                    | 3,487                                    |
| <b>Other Government grants</b>                                |   |   |  |  |
| Local Authority - special educational needs                   | -   | 359   | 359                                      | 215                                      |
| Local Authority - Early Years                                 | -   | 151   | 151                                      | 127                                      |
| Other Local Authority revenue grants                          | -   | 1   | 1  | 9  |
|   | -   | 511   | 511                                      | 351                                      |
| <b>Other income from the academy's educational operations</b> | <b>71</b>                                       | <b>-</b>                                      | <b>71</b>                                | <b>69</b>                                |
|   | 71  | 4,139   | 4,210                                    | 3,907                                    |
| <i>Analysis of 2024 total by fund</i>                         | <i>69</i>                                       | <i>3,838</i>                                  | <i>3,907</i>                             |  |

**Hampton Primary School Academy  
(A Company Limited by Guarantee)**

**Notes to the Financial Statements  
For the Year Ended 31 August 2025**

**7. Expenditure**

|  | <b>Staff Costs<br/>2025<br/>£000</b> | <b>Premises<br/>2025<br/>£000</b> | <b>Other<br/>2025<br/>£000</b> | <b>Total<br/>2025<br/>£000</b> | <i>Total<br/>2024<br/>£000</i> |
|--|--------------------------------------|-----------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Expenditure on fundraising trading activities: |                                      |                                   |                                |                                |                                |
| Direct costs                                   | 65                                   | -                                 | 7                              | 72                             | 61                             |
| Educational operations:                        |                                      |                                   |                                |                                |                                |
| Direct costs                                   | 2,785                                | 85                                | 194                            | 3,064                          | 2,849                          |
| Allocated support costs                        | 787                                  | 328                               | 223                            | 1,338                          | 1,263                          |
|  | <u>3,637</u>                         | <u>413</u>                        | <u>424</u>                     | <u>4,474</u>                   | <u>4,173</u>                   |
| <i>Analysis of 2024 total</i>                  | <u>3,312</u>                         | <u>410</u>                        | <u>451</u>                     | <u>4,173</u>                   |                                |

**8. Expenditure on raising funds**

**Fundraising trading expenses**

|                                 | <b>Unrestricted<br/>funds<br/>2025<br/>£000</b> | <b>Restricted<br/>funds<br/>2025<br/>£000</b> | <b>Total<br/>funds<br/>2025<br/>£000</b> | <i>Total<br/>funds<br/>2024<br/>£000</i> |
|---------------------------------|---|---|--|--|
| Uniform expenditure             | -   | 7   | 7  | -  |
| Extended schools salaries       | 65  | -   | 65                                       | 61                                       |
|                                 | <u>65</u>                                       | <u>7</u>                                      | <u>72</u>                                | <u>61</u>                                |
| <i>Analysis of 2024 by fund</i> | <u>61</u>                                       | <u>-</u>                                      | <u>61</u>                                |  |

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

**9. Analysis of expenditure by activities**

|   | <b>Direct costs</b> | <b>Support costs</b> | <b>Total</b> | <i>Total</i> |
|---|---------------------|----------------------|--------------|--------------|
|   | <b>2025</b>         | <b>2025</b>          | <b>2025</b>  | <i>2024</i>  |
|   | <b>£000</b>         | <b>£000</b>          | <b>£000</b>  | <i>£000</i>  |
| Educational operations                    | 3,064               | 1,338                | 4,402        | 4,112        |
| <i>Analysis of 2024 total by activity</i> | <i>2,849</i>        | <i>1,263</i>         | <i>4,112</i> |              |

**Analysis of support costs**

|                     | <b>Total</b> | <i>Total</i> |
|---------------------|--------------|--------------|
|                     | <b>funds</b> | <i>funds</i> |
|                     | <b>2025</b>  | <i>2024</i>  |
|                     | <b>£000</b>  | <i>£000</i>  |
| Staff costs         | 787          | 698          |
| Depreciation        | 103          | 116          |
| Technology costs    | 32           | 31           |
| Premises costs      | 255          | 248          |
| Governance costs    | 12           | 11           |
| Other support costs | 149          | 159          |
|                     | <u>1,338</u> | <u>1,263</u> |

**10. Net (expenditure)/income**

Net (expenditure)/income for the year includes:

|                                       | <b>2025</b> | <i>2024</i> |
|---------------------------------------|-------------|-------------|
|                                       | <b>£000</b> | <i>£000</i> |
| Operating lease rentals               | 14          | 15          |
| Depreciation of tangible fixed assets | 188         | 202         |
| Fees paid to auditors for:            |             |             |
| - audit                               | 9           | 9           |
| - other services                      | 2           | 2           |
|                                       | <u>213</u>  | <u>228</u>  |

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

**11. Staff**

**a. Staff costs and employee benefits**

Staff costs during the year were as follows:

|                       | <b>2025</b>  | <i>2024</i>  |
|-----------------------|--------------|--------------|
|                       | <b>£000</b>  | <i>£000</i>  |
| Wages and salaries    | 2,746        | 2,572        |
| Social security costs | 277          | 213          |
| Pension costs         | 614          | 519          |
|                       | <u>3,637</u> | <u>3,304</u> |
| Agency staff costs    | -            | 8            |
|                       | <u>3,637</u> | <u>3,312</u> |

**b. Staff numbers**

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

|                            | <b>2025</b> | <i>2024</i> |
|----------------------------|-------------|-------------|
|                            | <b>No.</b>  | <i>No.</i>  |
| Teachers                   | 29          | 31          |
| Administration and support | 82          | 83          |
| Management                 | 7           | 7           |
|                            | <u>118</u>  | <u>121</u>  |

**c. Higher paid staff**

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

|                                 | <b>2025</b> | <i>2024</i> |
|---------------------------------|-------------|-------------|
|                                 | <b>No.</b>  | <i>No.</i>  |
| In the band £60,001 - £70,000   | 2           | 2           |
| In the band £110,001 - £120,000 | 1           | 1           |

**d. Key management personnel**

The key management personnel of the academy comprise the Governors and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy was £686,000 (2024 - £569,000).

**Hampton Primary School Academy  
(A Company Limited by Guarantee)**

**Notes to the Financial Statements  
For the Year Ended 31 August 2025**

**12. Governors' remuneration and expenses**

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

|   |                            | <b>2025</b> | <i>2024</i>      |
|---|----------------------------|-------------|------------------|
|   |                            | <b>£000</b> | <i>£000</i>      |
| Ms Y Nunn, Headteacher                      | Remuneration               | 115 - 120   | <i>110 - 115</i> |
|   | Pension contributions paid | 30 - 35     | <i>25 - 30</i>   |
| Mr W Phillips                               | Remuneration               | 50 - 55     | <i>50 - 55</i>   |
|   | Pension contributions paid | 15 - 20     | <i>10 - 15</i>   |
| Mrs H Robson (appointed 25 November 2024)   | Remuneration               | 20 - 25     |                  |
|   | Pension contributions paid | 5 - 10      |                  |
| Mrs C Atkinson (appointed 25 November 2024) | Remuneration               | 30 - 35     |                  |
|   | Pension contributions paid | 10 - 15     |                  |
| Mrs R Sinclair (resigned 15 July 2024)      | Remuneration               |             | <i>20 - 25</i>   |
|   | Pension contributions paid |             | <i>5 - 10</i>    |

During the year ended 31 August 2025, no Governor expenses have been incurred (*2024 - expenses totalling £167 were reimbursed to one Governor*).

**13. Governors' and Officers' insurance**

In accordance with normal commercial practice, the academy has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £1,000,000 on any one claim and the cost of this insurance is included in the total insurance cost and cannot be separated out.

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

**14. Tangible fixed assets**

|                          | <b>Land and<br/>buildings<br/>£000</b> | <b>Leasehold<br/>improvements<br/>£000</b> | <b>Furniture and<br/>equipment<br/>£000</b> | <b>Computer<br/>equipment<br/>£000</b> | <b>Total<br/>£000</b> |
|--------------------------|--|--|---|--|-----------------------|
| <b>Cost or valuation</b> |  |  |   |  |                       |
| At 1 September 2024      | 4,550                                  | 2,771                                      | 167   | 275                                    | 7,763                 |
| Additions                | -                                      | 3  | 2   | 13                                     | 18                    |
| Disposals                | -                                      | -  | -   | (28)                                   | (28)                  |
| At 31 August 2025        | <u>4,550</u>                           | <u>2,774</u>                               | <u>169</u>                                  | <u>260</u>                             | <u>7,753</u>          |
| <b>Depreciation</b>      |  |  |   |  |                       |
| At 1 September 2024      | 1,081                                  | 449  | 82  | 254                                    | 1,866                 |
| Charge for the year      | 85                                     | 73   | 17  | 13                                     | 188                   |
| On disposals             | -                                      | -  | -   | (28)                                   | (28)                  |
| At 31 August 2025        | <u>1,166</u>                           | <u>522</u>                                 | <u>99</u>                                   | <u>239</u>                             | <u>2,026</u>          |
| <b>Net book value</b>    |  |  |   |  |                       |
| At 31 August 2025        | <u><u>3,384</u></u>                    | <u><u>2,252</u></u>                        | <u><u>70</u></u>                            | <u><u>21</u></u>                       | <u><u>5,727</u></u>   |
| <i>At 31 August 2024</i> | <u><u>3,469</u></u>                    | <u><u>2,322</u></u>                        | <u><u>85</u></u>                            | <u><u>21</u></u>                       | <u><u>5,897</u></u>   |

Land and buildings cost includes leasehold land valued at £368k which is depreciated over the term of the lease.

**15. Debtors**

|                                     | <b>2025<br/>£000</b> | <i>2024<br/>£000</i> |
|-------------------------------------|----------------------|----------------------|
| <b>Due after more than one year</b> |                      |                      |
| Prepayments and accrued income      | 6                    | 4                    |
| <b>Due within one year</b>          |                      |                      |
| VAT recoverable                     | 5                    | 1                    |
| Prepayments and accrued income      | 126                  | 112                  |
|                                     | <u>137</u>           | <u>117</u>           |

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

**16. Creditors: Amounts falling due within one year**

|  | <b>2025</b> | <i>2024</i>       |
|--|-------------|-------------------|
|  | <b>£000</b> | <i>£000</i>       |
| Other loans                            | 1           | <i>1</i>          |
| Trade creditors                        | 29          | <i>16</i>         |
| Other taxation and social security     | 61          | <i>45</i>         |
| Other creditors                        | 80          | <i>72</i>         |
| Accruals and deferred income           | 78          | <i>104</i>        |
|  | <u>249</u>  | <u><i>238</i></u> |
|  | <b>2025</b> | <i>2024</i>       |
|  | <b>£000</b> | <i>£000</i>       |
| Deferred income at 1 September 2024    | 69          | <i>58</i>         |
| Resources deferred during the year     | 55          | <i>69</i>         |
| Amounts released from previous periods | (69)        | <i>(58)</i>       |
|  | <u>55</u>   | <u><i>69</i></u>  |

At the balance sheet date, the academy trust was holding funds received in advance for school trips and DfE UIFSM funding.

**17. Creditors: Amounts falling due after more than one year**

|             | <b>2025</b> | <i>2024</i> |
|-------------|-------------|-------------|
|             | <b>£000</b> | <i>£000</i> |
| Other loans | 5           | <i>7</i>    |

The other loans balance above, and in note 16, comprises an interest free Salix loan funding from the DfE of £11k which commenced in September 2021. Amounts outstanding at the year end total £6k (2024 -£8k) All amounts will be repaid by 31 August 2030.

**Hampton Primary School Academy  
(A Company Limited by Guarantee)**

**Notes to the Financial Statements  
For the Year Ended 31 August 2025**

**18. Statement of funds**

|                                     | Balance at 1<br>September<br>2024<br>£000 | Income<br>£000 | Expenditure<br>£000 | Transfers<br>in/out<br>£000 | Gains/<br>(Losses)<br>£000 | Balance at 31<br>August 2025<br>£000 |
|-------------------------------------|---|----------------|---------------------|-----------------------------|----------------------------|--------------------------------------|
| <b>Unrestricted funds</b>           |   |                |                     |                             |                            |                                      |
| General funds                       | 556                                       | 225            | (234)               | -                           | -                          | 547                                  |
| <b>Restricted general funds</b>     |   |                |                     |                             |                            |                                      |
| General Annual Grant (GAG)          | -   | 2,966          | (2,957)             | (9)                         | -                          | -                                    |
| Other DfE grants                    | -   | 662            | (662)               | -                           | -                          | -                                    |
| Other government grants             | -   | 511            | (511)               | -                           | -                          | -                                    |
| Pension reserve                     | -   | -              | 78                  | -                           | (78)                       | -                                    |
|                                     | -   | 4,139          | (4,052)             | (9)                         | (78)                       | -                                    |
| <b>Restricted fixed asset funds</b> |   |                |                     |                             |                            |                                      |
| Fixed asset fund                    | 5,897                                     | -              | (188)               | 18                          | -                          | 5,727                                |
| DfE capital grants                  | -   | 11             | -                   | (9)                         | -                          | 2                                    |
|                                     | 5,897                                     | 11             | (188)               | 9                           | -                          | 5,729                                |
| <b>Total Restricted funds</b>       | 5,897                                     | 4,150          | (4,240)             | -                           | (78)                       | 5,729                                |
| <b>Total funds</b>                  | 6,453                                     | 4,375          | (4,474)             | -                           | (78)                       | 6,276                                |

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

**Unrestricted funds**

General funds represent those resources which may be used towards meeting any of the charitable objects of the academy at the discretion of the Governors.

**Restricted funds**

General Annual Grant (GAG) must be used for the normal running costs of the academy trust. The transfer out of GAG is to the fixed asset fund represents a revenue to capital contribution to cover the cost of additional investment in fixed assets.

The other DfE grant fund is used to track non-GAG revenue grant funding received from the DfE and connected bodies and principally included the material grants detailed separately in note 6.

The other government grants fund is used to track grants provided by other government bodies, and includes funding received from Kent County Council (KCC).

The pensions reserve relates to the academy trust's share of the balance on the Local Government Pension Scheme overseen by KCC.

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

**18. Statement of funds (continued)**

**Restricted fixed asset funds**

The restricted fixed asset funds are carried forward to meet the specific costs of fixed asset projects and to cover the depreciation charges that will be required on these projects going forward and the current fixed assets held. The transfer in of £9k from the GAG fund is the amount of capital expenditure met by that fund.

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

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

|                                     | <i>Balance at<br/>1 September<br/>2023<br/>£000</i> | <i>Income<br/>£000</i> | <i>Expenditure<br/>£000</i> | <i>Transfers in/out<br/>£000</i> | <i>Gains/<br/>(Losses)<br/>£000</i> | <i>Balance at<br/>31 August 2024<br/>£000</i> |
|-------------------------------------|---|------------------------|-----------------------------|----------------------------------|-------------------------------------|---|
| <b>Unrestricted funds</b>           |   |                        |                             |                                  |                                     |   |
| General funds                       | 453   | 226                    | (123)                       | -                                | -                                   | 556   |
| <b>Restricted general funds</b>     |   |                        |                             |                                  |                                     |   |
| General Annual Grant (GAG)          | 112   | 2,879                  | (2,963)                     | (28)                             | -                                   | -   |
| Other DfE grants                    | -   | 608                    | (608)                       | -                                | -                                   | -   |
| Other government grants             | -   | 351                    | (351)                       | -                                | -                                   | -   |
| Pension reserve                     | -   | -                      | 83                          | -                                | (83)                                | -   |
|                                     | <u>112</u>  | <u>3,838</u>           | <u>(3,839)</u>              | <u>(28)</u>                      | <u>(83)</u>                         | <u>-</u>                                      |
| <b>Restricted fixed asset funds</b> |   |                        |                             |                                  |                                     |   |
| Fixed asset fund                    | 6,069   | -                      | (202)                       | 30                               | -                                   | 5,897   |
| DfE capital grants                  | -   | 11                     | (9)                         | (2)                              | -                                   | -   |
|                                     | <u>6,069</u>  | <u>11</u>              | <u>(211)</u>                | <u>28</u>                        | <u>-</u>                            | <u>5,897</u>                                  |
| <b>Total Restricted funds</b>       | <u>6,181</u>  | <u>3,849</u>           | <u>(4,050)</u>              | <u>-</u>                         | <u>(83)</u>                         | <u>5,897</u>                                  |
| <b>Total funds</b>                  | <u><u>6,634</u></u>                                 | <u><u>4,075</u></u>    | <u><u>(4,173)</u></u>       | <u><u>-</u></u>                  | <u><u>(83)</u></u>                  | <u><u>6,453</u></u>                           |

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

**19. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

|                                      | <b>Unrestricted<br/>funds<br/>2025<br/>£000</b> | <b>Restricted<br/>funds<br/>2025<br/>£000</b> | <b>Restricted<br/>fixed asset<br/>funds<br/>2025<br/>£000</b> | <b>Total<br/>funds<br/>2025<br/>£000</b> |
|--------------------------------------|---|---|---|--|
| Tangible fixed assets                | -   | -   | 5,727   | 5,727                                    |
| Debtors due after more than one year | -   | 6   | -   | 6  |
| Current assets                       | 699   | 96  | 2   | 797                                      |
| Creditors due within one year        | (152)   | (97)  | -   | (249)                                    |
| Creditors due in more than one year  | -   | (5)   | -   | (5)                                      |
| <b>Total</b>                         | <b>547</b>                                      | <b>-</b>                                      | <b>5,729</b>  | <b>6,276</b>                             |

**Analysis of net assets between funds - prior year**

|                                      | <i>Unrestricted<br/>funds<br/>2024<br/>£000</i> | <i>Restricted funds<br/>2024<br/>£000</i> | <i>Restricted fixed<br/>asset funds<br/>2024<br/>£000</i> | <i>Total<br/>funds<br/>2024<br/>£000</i> |
|--------------------------------------|---|---|---|--|
| Tangible fixed assets                | -   | -   | 5,897   | 5,897                                    |
| Debtors due after more than one year | -   | 4   | -   | 4  |
| Current assets                       | 572   | 225                                       | -   | 797                                      |
| Creditors due within one year        | (16)  | (222)                                     | -   | (238)                                    |
| Creditors due in more than one year  | -   | (7)                                       | -   | (7)                                      |
| <b>Total</b>                         | <b>556</b>                                      | <b>-</b>                                  | <b>5,897</b>  | <b>6,453</b>                             |

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

**20. Reconciliation of net expenditure to net cash flow from operating activities**

|   | <b>2025</b> | <i>2024</i>  |
|---|-------------|--------------|
|   | <b>£000</b> | <i>£000</i>  |
| Net expenditure for the year (as per Statement of Financial Activities) | (99)        | (98)         |
| <b>Adjustments for:</b>   |             |              |
| Depreciation  | 188         | 202          |
| Capital grants from DfE and other capital income                        | (11)        | (11)         |
| Interest receivable   | (10)        | (10)         |
| Defined benefit pension scheme cost less contributions payable          | (59)        | (67)         |
| Defined benefit pension scheme finance cost                             | (19)        | (16)         |
| (Increase)/decrease in debtors  | (20)        | 13           |
| Increase/(decrease) in creditors  | 11          | (165)        |
| <b>Net cash used in operating activities</b>                            | <b>(19)</b> | <i>(152)</i> |

**21. Cash flows from financing activities**

|                         | <b>2025</b> | <i>2024</i> |
|-------------------------|-------------|-------------|
|                         | <b>£000</b> | <i>£000</i> |
| Repayments of borrowing | (2)         | (1)         |

**22. Cash flows from investing activities**

|  | <b>2025</b> | <i>2024</i> |
|--|-------------|-------------|
|  | <b>£000</b> | <i>£000</i> |
| Dividends, interest and rents from investments             | 10          | 10          |
| Purchase of tangible fixed assets                          | (18)        | (30)        |
| Capital grants from DfE Group                              | 11          | 11          |
| <b>Net cash provided by/(used in) investing activities</b> | <b>3</b>    | <i>(9)</i>  |

**23. Analysis of cash and cash equivalents**

|                          | <b>2025</b> | <i>2024</i> |
|--------------------------|-------------|-------------|
|                          | <b>£000</b> | <i>£000</i> |
| Cash in hand and at bank | 666         | 684         |

**Hampton Primary School Academy  
(A Company Limited by Guarantee)**

**Notes to the Financial Statements  
For the Year Ended 31 August 2025**

**24. Analysis of changes in net debt**

|                          | <b>At 1<br/>September<br/>2024<br/>£000</b> | <b>Cash flows<br/>£000</b> | <b>At 31 August<br/>2025<br/>£000</b> |
|--------------------------|---|----------------------------|---------------------------------------|
| Cash at bank and in hand | 684   | (18)                       | 666                                   |
| Debt due within 1 year   | (1)   | -                          | (1)                                   |
| Debt due after 1 year    | (7)   | 2                          | (5)                                   |
|                          | <u>676</u>                                  | <u>(16)</u>                | <u>660</u>                            |

**25. Capital commitments**

|  | <b>2025<br/>£000</b> | <b>2024<br/>£000</b> |
|--|----------------------|----------------------|
| <b>Contracted for but not provided in these financial statements</b> |                      |                      |
| Acquisition of tangible fixed assets                                 | 20                   | -                    |

The trust has capital commitments at 31 August 2025 in respect of roof projects funded by school contributions.

**26. Pension commitments**

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2022.

Contributions amounting to £80,000 were payable to the schemes at 31 August 2025 (2024 - £72,000) and are included within creditors.

**Teachers' Pension Scheme**

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

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

**Hampton Primary School Academy  
(A Company Limited by Guarantee)**

**Notes to the Financial Statements  
For the Year Ended 31 August 2025**

**26. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

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

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

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy)
- 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 next valuation result is due to be implemented from 1 April 2027.

The employer's pension costs paid to TPS in the year amounted to £433,000 (2024 - £357,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2023/10/valuation-result.aspx>).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above the information available on the scheme.

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £324,000 (2024 - £307,000), of which employer's contributions totalled £259,000 (2024 - £245,000) and employees' contributions totalled £65,000 (2024 - £62,000). The agreed contribution rates for future years are 22.5 per cent for employers and 5.5 to 7.5 per cent for employees.

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

**Principal actuarial assumptions**

|  | <b>2025</b> | <b>2024</b> |
|--|-------------|-------------|
|  | <b>%</b>    | <b>%</b>    |
| Rate of increase in salaries                       | 3.55        | 3.80        |
| Rate of increase for pensions in payment/inflation | 2.95        | 3.05        |
| Discount rate for scheme liabilities               | 6.10        | 5.10        |
| Inflation assumption (CPI)                         | 2.55        | 2.80        |

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

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

**26. Pension commitments (continued)**

|                             | <b>2025</b>  | <i>2024</i>  |
|-----------------------------|--------------|--------------|
|                             | <b>Years</b> | <i>Years</i> |
| <i>Retiring today</i>       |              |              |
| Males                       | 21.4         | 20.7         |
| Females                     | 23.7         | 23.3         |
| <i>Retiring in 20 years</i> |              |              |
| Males                       | 23.0         | 22.0         |
| Females                     | 25.4         | 24.7         |

**Sensitivity analysis**

|  | <b>2025</b> | <i>2024</i> |
|--|-------------|-------------|
|  | <b>£000</b> | <i>£000</i> |
| Discount rate +0.1%                    | (56)        | (69)        |
| Discount rate -0.1%                    | 57          | 72          |
| Mortality assumption - 1 year increase | 60          | 85          |
| Mortality assumption - 1 year decrease | (59)        | (83)        |
| CPI rate +0.1%                         | 55          | 68          |
| CPI rate -0.1%                         | (54)        | (66)        |

**Share of scheme assets**

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

|                                     | <b>At 31 August</b> | <i>At 31 August</i> |
|-------------------------------------|---------------------|---------------------|
|                                     | <b>2025</b>         | <i>2024</i>         |
|                                     | <b>£000</b>         | <i>£000</i>         |
| Equities                            | 2,331               | 1,916               |
| Gilts                               | 206                 | 234                 |
| Corporate bonds                     | 563                 | 488                 |
| Property                            | 309                 | 310                 |
| Cash and other liquid assets        | 110                 | 82                  |
| Investment funds                    | 195                 | 170                 |
| Infrastructure                      | 182                 | 156                 |
| <b>Total market value of assets</b> | <b>3,896</b>        | <i>3,356</i>        |

The actual return on scheme assets was £247,000 (2024 - £229,000).

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

**26. Pension commitments (continued)**

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

|   | <b>2025</b>  | <i>2024</i>  |
|---|--------------|--------------|
|   | <b>£000</b>  | <i>£000</i>  |
| Current service cost  | (197)        | <i>(175)</i> |
| Interest income   | 179          | <i>159</i>   |
| Interest cost   | (160)        | <i>(143)</i> |
| Administrative expenses   | (3)          | <i>(3)</i>   |
| <b>Total amount recognised in the Statement of Financial Activities</b> | <b>(181)</b> | <i>(162)</i> |

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

|                          | <b>2025</b>  | <i>2024</i>  |
|--------------------------|--------------|--------------|
|                          | <b>£000</b>  | <i>£000</i>  |
| <b>At 1 September</b>    | <b>3,117</b> | <i>2,687</i> |
| Current service cost     | 197          | <i>175</i>   |
| Interest cost            | 160          | <i>143</i>   |
| Employee contributions   | 65           | <i>62</i>    |
| Actuarial (gains)/losses | (765)        | <i>89</i>    |
| Benefits paid            | (28)         | <i>(39)</i>  |
| <b>At 31 August</b>      | <b>2,746</b> | <i>3,117</i> |

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

|                         | <b>2025</b>  | <i>2024</i>  |
|-------------------------|--------------|--------------|
|                         | <b>£000</b>  | <i>£000</i>  |
| <b>At 1 September</b>   | <b>3,356</b> | <i>2,862</i> |
| Interest income         | 179          | <i>159</i>   |
| Actuarial gains         | 68           | <i>70</i>    |
| Employer contributions  | 259          | <i>245</i>   |
| Employee contributions  | 65           | <i>62</i>    |
| Benefits paid           | (28)         | <i>(39)</i>  |
| Administration expenses | (3)          | <i>(3)</i>   |
| <b>At 31 August</b>     | <b>3,896</b> | <i>3,356</i> |

As set out in Note 2, the scheme surplus as at 31 August 2025 was £1,150k (2024 - £239k), represented by the fair value of the assets less the fair value of the defined benefit obligations set out above. The trustees have considered it unlikely that a surplus being recognised would ever result in a repayment or reduction in contributions, given that such a surplus is probably only temporary. Therefore, the net surplus recognised within the financial statements has been restricted to £nil.

**Hampton Primary School Academy**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2025**

**27. Operating lease commitments**

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

|  | <b>2025</b> | <i>2024</i>      |
|--|-------------|------------------|
|  | <b>£000</b> | <i>£000</i>      |
| Not later than 1 year                        | 15          | <i>14</i>        |
| Later than 1 year and not later than 5 years | 14          | <i>26</i>        |
|  | <u>29</u>   | <u><i>40</i></u> |

**28. Members' liability**

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

**29. Related party transactions**

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

**Income related party transactions**

J Cox (Governor) and S Gray (SBM) are trustees of The Friends of Hampton School Association. D Sullivan (Member) is the treasurer of the Association. During the year the Association donated £38k (*2024 - £46k*) to the academy trust. No amounts were outstanding at the year end.