

Company Registration Number:
08140850 (England and Wales)

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

ANNUAL REPORT AND FINANCIAL STATEMENTS

31-Aug-23

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

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BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

REFERENCE AND ADMINISTRATIVE DETAILS

DIRECTORS AND MEMBERS

Mr A M Brandeis (Appointed 12 August 2012)
Mr D Ziskind (Appointed 14 January 2014)
Mr Avigdor Friedlander (Appointed 1 September 2016)

GOVERNORS

Mr A Topperman (Chair) (Appointed 5 July 2021)
Rabbi N Wilson (Principal & Accounting Officer) (App 01 Nov 2016)
Mr E Taylor (Governor) (Appointed 01 September 2012)
Mr E Roitenbarg (Governor) (Appointed on 24 March 2022)
Mr P Grosskopf (Governor) (Appointed on 1 September 2020)
Mr A Liefman (Governor) (Appointed on 14 July 2022)
Mr A Dansky (Governor) (Appointed on 20 May 2022)
Mrs S Krawczynski (Parent governor) (Appointed on 15 March 2021)
Mr N Daniel (Governor) (Appointed on 3 January 2023)
Mr D Nissen (Parent Governor) (Appointed on 2 November 2022)

FINANCE DIRECTOR

P Shenholds

TRUSTEES

A M Brandeis
H Friedlander
E Taylor

SENIOR LEADERSHIP EXECUTIVE

- Principal
- Headteacher
- Headteacher
- Accounts

Rabbi N Wilson
Mr B Myers (Accounting Officer from 01 Sept 2023)
Mrs T Reznick
Mrs R Rutenberg

PRINCIPAL & REGISTERED OFFICE

69 Broom lane
Salford
Manchester
M7 4FF

COMPANY REGISTRATION NUMBER

08140850 (England & Wales)

INDEPENDENT AUDITOR

Haffner Hoff Ltd
Accountants
& Statutory Auditors
2nd Floor Parkgates
Bury New Road
Prestwich
Manchester
M25 0TL

BANKERS

Lloyds Bank Plc
1 City Road East
Manchester
M15 4PU

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

TRUSTEES' REPORT

YEAR ENDED 31 AUGUST 2023

The governors present their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2023.

Structure, Governance and Management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The Charitable Company's memorandum and articles of association are the primary governing documents of the academy trust.

The governors act as the trustees for the charitable activities of Beis Yaakov Jewish High School Academy and are also the directors of the Charitable Company for the purposes of company law. The Charitable Company is known as Beis Yaakov Jewish High School Academy.

Details of the governors who served throughout the year 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. See note 12 for further details.

Principal Activities

The Academy Trust's principal activities are specifically restricted 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.

The Academy Trust operates under a Funding Agreement issued by the Department for Education on 29 August 2012 and commenced operations on 1st September 2012.

Method of Recruitment and Appointment or Election of governors

they may determine, usually by secret ballot, 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. The LA may appoint up to 1 LA governor. The Executive Principal and Head Teacher shall be treated for all purposes as being ex-officio governors. There will be a minimum of 2 parent governors who shall be elected by parents of registered students at the Academy. The governors may appoint up to 5 co-opted governors.

Policies and Procedures Adopted for the Induction and Training of governors

New governors attend full governing body meetings and subsequently populate committees, often according to interests and personal expertise, as well as being given the opportunity to view the workings of the Academy. The opportunity also exists for governors to join planned training sessions.

Organisational Structure

A unified leadership structure operates to help improve the way the Academy is run. The structure consists of the Governors and the Senior Leadership Team. The aim of the management structure is to devolve responsibility and encourage decision making at all levels.

The governors are responsible for the strategic development of the Academy, monitoring the Academy by the use of budgets and management accounts and making major decisions about the direction of the Academy, capital expenditure and staff appointments.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

TRUSTEES' REPORT (continued)

YEAR ENDED 31 AUGUST 2023

Organisational Structure (continued)

To ensure an efficient and effective committee structure with the Academys' School Improvement Plan at its' core, there are governor committees responsible for Curriculum and Pupil Welfare, Commercial and Risk, and Pay & Performance. The Commercial and Risk Committee's responsibilities incorporate the duties of the Finance committee.

The Senior Leadership Team comprises the Executive Principal (accounting officer), Head Teacher, and Deputies. These leaders direct the Academy at an executive level implementing the policies laid down by the governors and reporting to them regularly. The Executive Principal, Head Teacher and Finance Manager, in conjunction with the governors are responsible for the authorisation of spending within agreed budgets and the appointment of staff, though appointment boards for posts in the Senior Leadership Team always contain a governor. Some spending control is devolved to members of the Senior Leadership Team, according to the school's scheme of delegation. Matters outside set limits are countersigned by the governors.

The arrangements for setting pay and remuneration of key management personnel is the domain of the finance committee that is a sub committee set up by the governors and includes at least one governor. The committee ensures to pay salaries in line with national pay scales.

Heads of Department are responsible for the day to day operation of curriculum subject areas and organise their teaching staff, capitation resources, facilities and students accordingly.

Risk Management

The governors have responsibility to assess the strategic risks to which the Academy is exposed and intend to commission a systematic analysis of all risks to produce a risk management register.

The governors are implementing a number of systems to assess risks that the Academy faces, especially in the strategic risks areas and in relation to the control of finance. They have introduced systems, including operational procedures and internal financial controls in order to minimise risk. The Academy has an effective system of internal financial controls and this is explained in more detail in this report.

Connected Organisations, including Related Party Relationships

As part of its operation the Academy liaises with organisations such as the Local Authority as well as with other education providers and trainers such as local schools. These include the Salford Secondary Schools School Provider Arm.

These links are maintained in the interests of information sharing, supporting good practice, accessing CPD, and they consolidate well established mutually supportive associations.

Objectives and Activities

Objects and aims incorporating Objectives, Strategies and Activities

The History of Beis Yaakov Jewish High School Academy

The school was founded by the local Charedi (Strictly Orthodox) Jewish Community in 1957 to provide religious and secular education for girls aged 11 – 18. In January 2005 the school became Voluntary Aided in the City of Salford for girls aged 11-16, with a small independent Sixth Form attached. The period 2005 – 2009 was one of immense challenge as the school created and developed all the systems demanded of a Voluntary Aided school, and moved into its new building. Following a period of consolidation, the school then converted to Academy status in September 2012.

The school serves the North-West Jewish Community based in Salford, Bury, and Manchester, providing a comprehensive education for girls with a broad curriculum formed of integrated secular and Jewish studies delivered during an extended school day. Almost all pupils progress to Jewish FE colleges after GCSE. The school's focus is to provide a secure and safe environment, preparing pupils for their long-term roles as British Citizens contributing to their own local communities and to wider society.

The Ethos of Beis Yaakov Jewish High School Academy

Pupils of the School are expected to embrace the school's religious ethos and to live their lives accordingly. Every aspect of school life is governed by the codes of Torah observance, which includes adherence to a modest way of life and strong morals and ethical values.

The School's expectation is for its pupils to have no access to any inappropriate media and that parents are expected to ensure that their children do not have access to the internet or any other media not meeting the stringent moral criteria of the Charedi community. Pupils are expected to dress at all times in accordance with the strictest standards of *Tznius* (modesty). The School is guided in this matter by the presiding Rabbi of the Machzikei Hadaas Beth Din of Manchester.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

TRUSTEES' REPORT (continued)

YEAR ENDED 31 AUGUST 2023

The School has a unique sense of family and belonging, and Orthodox Jewish values permeate every aspect of school life and are consistent across all families, pupils and governors of the school.

The school promotes a learning culture with known and shared aims that affect all school policies and practice. There is a variety of themed activities through the year which reinforces pupils' academic skills, and provides a broad scope for developing their Jewish knowledge.

Acts of collective worship led by pupils take place twice a day for the morning and afternoon services. The morning service takes the form of a whole-school assembly, led by Year 11 pupils.

The aims of the School

- To offer a broad and balanced curriculum to cater for every pupil's needs and to ensure that all pupils reach the highest possible standards in both Jewish and secular studies.
- To give the pupils a love of Torah learning and practice
- To promote a strong sense of social responsibility as fundamental to all aspects of life
- To develop self-esteem, resilience, confidence and ambition in pupils.

The School roll

The school roll (excluding 6th form) has risen from 216 in 2008-9 to 308 in 2022-23.

Intake comprises about 90% from Yesoday Hatorah School, Prestwich, about 10% from Broughton Jewish Cassel Fox Primary School, Salford

The Leadership Structure

The Senior Leadership Team comprises of:

Rabbi N Wilson, Executive Principal

Mr B Myers, Headteacher (Quality of Education)

Mrs T Reznick, Headteacher (Behaviour and Pastoral)

Mrs S Patel, Head of Faculty for Chol

Mrs C Miller, Head of Faculty for Chol

Mrs A Treblow, SENDCO

Rabbi Wilson – Executive Principal

Rabbi Wilson joined the school following a ten-year tenure as Senior Rabbi of the Redbridge community in London. During his time in London he taught in a number of High schools, held the position of Rabbinic Governor to King Solomon High School in Ilford and contributed towards the development of young teachers through a programme of teacher training.

In addition to his Torah scholarship, Rabbi Wilson brings the rigours of academic study and a strong focus on evidence-based practice in education. Rabbi Wilson holds a PhD at the UCL Institute of Education in pedagogies in faith education

Rabbi Wilson is committed to leading staff in further developing the school's unique and distinctive ethos and to together ensuring that all our girls have the opportunity to achieve their best and use their learning and their religious values to make a difference in the world they live in.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

TRUSTEES' REPORT (continued)

YEAR ENDED 31 AUGUST 2023

The Staff

The staff members are dedicated, professional and committed to professional development. Many of the staff come from the local community and many are part-time. Whilst recruitment remains a challenge for many areas of the curriculum (in part because of the need to cover maternity and younger members of staff who marry and consequently move away) a number of exciting internal and external appointments have been made over the last couple of years and, notwithstanding those areas that still need strengthening, the school is has been on a steady trajectory of building capacity and raising the quality.

OFSTED Inspection dates 13–14 September 2022

Overall effectiveness Inadequate

The Quality of Education Inadequate

Behaviour and Attitudes Inadequate

Personal development Inadequate

Leadership and Management Inadequate

OFSTED 2022:

In September 2022 Ofsted placed the school into special measures. A first monitoring visit took place in June 2023 which shows that the school is making good progress in a number of areas since the inspection and is on course to be taken out of special measures by July 2024
Below is a summary of the latest June 2023 monitoring visit

OFSTED Monitoring visit 6 June 2023

Beis Yaakov High School remains inadequate and requires special measures.

Leaders have made progress to improve the school, but more work is necessary for the category of concern to be removed.

The Progress made towards the removal of special measures

- Trustees have made changes to the leadership structure of the school so that there is increased leadership capacity and clearer lines of accountability. For example, several new trustees have been appointed and the scheme of delegation has been revised.
- You, other senior leaders and trustees have accepted the weaknesses that were identified at the previous inspection. Together, you are using the findings from the inspection report as a mandate for change.
- Your first and most immediate priority has been to safeguard pupils. As a result, safeguarding is now effective. You have worked closely with the local authority to thoroughly audit, review and improve safeguarding arrangements. You now have systems and procedures in place to keep pupils safe.
- You have ensured that appropriate policies for safeguarding, as well as checks on staff's suitability to work with pupils, are in place and kept up to date. All leaders and staff, including trustees, receive frequent training so that they now understand their professional responsibility to safeguard pupils and to promote their well-being.
- Staff are clear about the procedures to follow if they have concerns about a pupil's welfare. Pupils said that their school was a place of safety and that they had a member of staff they could talk to if they had concerns.
- Nonetheless, pupils lack an understanding of the potential risks that they may face in their everyday lives. Although the programmes to support pupils' personal development are beginning to address this issue, pupils are not currently equipped well enough to keep themselves safe.
- You and other senior leaders have acted swiftly to address concerns about the lack of supervision of pupils at the start of the school day.
- You have already established clear entrance and exit procedures that are implemented consistently, as well as increased staff supervision in all areas of the building
- This means that pupils are now supervised adequately when in school. All pupils and many parents and carers commented positively on the impact of these improved arrangements.
- You have prioritised improving the behaviour of pupils. Senior leaders quickly implemented a new behaviour policy following the last inspection. Around the school building, I noted that the atmosphere is typically calm and orderly. Pupils told me that they appreciate the increasing clarity about sanctions and rewards.
- All the stakeholders that I spoke with commented positively on the pace and impact of improvements in this area. Even so, there remains some low-level disruption in some lessons that prevents pupils from learning as well as they could. This is mainly linked to lessons where weaknesses persist in the subject curriculum content or delivery
- Although pupils' overall attendance has improved over time, you are in the process of tackling the considerable number of pupils who are still persistently absent from school. You have overhauled the systems that you use to record and analyse information about pupils' behaviour and attendance. This information is now accurate but is not used as well as it could be to inform leaders' actions.
- You are in the process of auditing, reviewing and changing the programmes to support pupils' personal development. In the short term, you have implemented weekly personal development sessions for all pupils. These are supplemented by termly drop-down days. Furthermore, you are auditing the subject curriculums to explicitly identify and map where personal development opportunities can be promoted and supported. This is helping to mitigate gaps in pupils' understanding and awareness related to their own personal development.
- As part of the provision to support pupils' personal development, the previous inspection report highlighted the need for you, trustees and other leaders to put into place statutory provision for the teaching of relationships, sex and health education (RSHE). Following consultation with parents, you have implemented a policy for the teaching of RSHE. Nevertheless, this policy does not explicitly set out how you will ensure that you will meet all of your statutory obligations.
- In order to address the deficits related to the breadth of the curriculum, you and other senior leaders have taken steps to ensure that all pupils, including those with special educational needs and/or disabilities (SEND), are now taught the full range of national curriculum subjects. You intend to integrate some of the Jewish studies with the secular curriculum. You have decided that pupils will no longer be entered early for some qualifications at key stage 4. You, along with other senior leaders, are in the process of making changes to the timetable to ensure that pupils have increased time to study secular subjects.
- You understand the importance of reading and have prioritised this as part of your improvement plans. You have ensured that there are leaders with defined roles and responsibilities for reading. These leaders have started to develop systems and processes to identify and provide support to those pupils who struggle to read. For example, you now check pupils' reading ability on entry to the school.
- The support that you have received around SEND means that the needs of these pupils are being identified and assessed with increasing accuracy. These pupils now access appropriate support as required, including from a range of external agencies. In addition, all pupils with SEND now access the same curriculum as their peers.
- In many subjects, though not all, middle leaders have now established a broad overview of topics that will be taught across the school. These leaders are beginning to decide the order in which these topics are taught so that pupils can build more effectively on their prior learning. In some subject areas, middle leaders have engaged well with external support to help them to identify the subject knowledge that they want pupils to learn in each topic. Added to this, senior leaders with specific responsibility for teaching and learning are now implementing weekly professional development sessions to upskill teachers.
- You and other senior leaders, trustees and staff are embracing the external support that has been brokered by the local authority. However, you have faced challenges related to staff absence and recruitment. These challenges have prevented you from engaging with external support as swiftly as you wished. There is now more stability in staffing. The majority of staff reported that they are proud and happy to work at the school. They appreciate the improved opportunities that they now have to develop their skills and knowledge

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

TRUSTEES' REPORT (continued)

YEAR ENDED 31 AUGUST 2023

The Pupils

Pupils' personal development and welfare are the cornerstone of the academy's vision of providing a nurturing, caring social environment in which the views of all members are heard, valued and respected and in which students develop self-esteem and are supported to become independent young adults.

Extra-curricular provision is very rich. As well as having opportunities to experience a range of sporting activities, pupils involve themselves eagerly in various interesting and worthwhile experiences, which are not only enjoyable, but also give them opportunities for leadership.

All pupils in Key Stage 4 are expected to lead a team and organise a project, whether an entertainment project, a contribution to one of the academy's many social events and festivals, or a community project. Pupils must apply to lead their project and cost it, developing the beginnings of economic awareness and skills for pupils' future working lives.

Pupils are very active in the community, for example, in their commitment to regular visiting of elderly local residents and in numerous charity funding events. Many pupils aspire to work in caring professions in their future lives.

The curriculum strongly supports exceptionally good spiritual, moral, social and cultural development. Pupils express their understanding of their own and other cultures through musical activities, high-quality artwork and poetry displayed around the academy. Pupils' social and moral maturity is clear in their lively debates on world events.

In Kodesh lessons and in assemblies, pupils are given opportunities to reflect on and discuss deep spiritual concepts and their meaning for pupils' own lives.

The strong family atmosphere in the school promotes a sense of care and responsibility. Behaviour is generally good, and very few lessons are significantly interrupted by discipline issues. The SLT provides good support to deal with incidents of poor behavior. Problems of aggressive or deviant behaviour or peer-on-peer abuse are extremely rare and a strong pastoral system is in place to deal robustly with such issues.

The School Council represents the pupil voice effectively. It enables students to make significant contributions to all areas of school development. The Year 11 student team is responsible for a range of internal community projects including a school newspaper, and social and cultural events.

The Parent Body

The school works very closely with the parent body, which is extremely supportive of the aims and practices of the school. Parents are well-informed and take an interest in their child's education. This close and extensive partnership that exists between school and home ensures that there is excellent synergy between the school ethos and the school community.

The average family size is large (few families have less than 4 children; many have 8 or 9, with a few in double figures). The family unit and extended family are very important. We therefore have detailed rules on absence for family celebrations to minimise discontinuity of learning.

Many families are financially challenged due to family size, but few children are eligible for FSM since at least one parent works. The Governing Body has remonstrated at local government level about this loophole whereby children from large families are not eligible for FSM.

Most pupils speak English as a first language. However, many parents were born abroad, and speak their mother tongue in the home.

There are certain areas of syllabus which must be dealt with sensitively to ensure that the content is delivered within the ethos of the school. The school provides parenting workshops, a resource library and a team of parenting advisors. Parents wish the school to restrict exposure to Internet material etc., and notwithstanding these parameters we deliver Computing GCSE and Business Studies GCSE.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

TRUSTEES' REPORT (continued)

YEAR ENDED 31 AUGUST 2023

Curriculum

The school delivers a National Curriculum based syllabus over years 7–11, while at the same time offering Jewish studies lessons at equivalent levels. Jewish studies subjects include study of Biblical texts with commentaries, and various aspects of Jewish Law, Ethics, Prayer, and other subjects.

Over the last few years we have developed a more extensive use of ICT in classrooms across all lessons. We constantly review and modify the secular and Kodesh curricula to ensure that it is broad and balanced and meets the needs of groups of pupils and individuals.

Pupils study a full range of subjects at Key Stage 3, dropping down to a core of 7 subjects plus 2 option choices at Key Stage 4.

A form period, delivered by form tutors ("Mechanchos"), takes place in all year groups, with a very successful programme of study, which focusses on mental health, study skills and guidance on interpersonal relationships and how they contribute to life skills. Cross-curricular activities, both whole school, and in year groups, open new vistas on how subjects integrate.

Inclusion

The school aims to ensure that no pupils are disadvantaged for any reason. We have a highly responsive SEN department aimed at ensuring that every pupil can access lessons at their level. There is a separate tier of support for girls not on the SEN register who may have weaknesses. We have a special "top-up" programme in Jewish Studies for pupils who are struggling.

We continue to focus on improving the aids we can give to students struggling with the GCSE exams, via extra time, amanuenses etc.

Pupils with physical access problems have their needs continually assessed e.g. feedback after fire drills. We ensure that there is good curriculum access for pupils coming from primary school with lower than average standards, via tutoring and other programmes.

We create individual timetables for pupils where necessary e.g. after a prolonged absence.

Care, Guidance and Support

Pastoral care is a key element of our provision and is central to our ethos. A student's happiness and well-being are recognised as the foundation for their success. It underpins everything that we do and along with a high quality of teaching and learning, it is what our school is all about. Whilst 'pastoral care' is everyone's responsibility in school, we have a formal structure designed to ensure that every pupil's needs are catered for. Each year group has a pastoral team that is responsible for the welfare of the students in its year and deals with matters such as students' personal problems in school, discipline, students' records, parents' queries, absences and social activities.

Students who require extra support are placed on our mentoring system. Here, pupils are more closely monitored and receive support tailored to their needs through a "big sister", mentor, and the school counsellors or school psychologist. The school counsellors and psychologist also advise staff on how best to interact with the pupils. There is continuous monitoring and improvement of this system.

Transitions

From January each year we make detailed plans for the incoming Year 7 to ensure their specific needs are met. This involves liaison with primary schools, who guide us about the extra provision that needs to be made for the cohort. We conduct CAT tests on the incoming cohort after admissions have been agreed and this complements KS2 SAT results in the planning of differentiation etc. in Year 7.

In the summer term Year 9 we invite the incoming Year 7 to an event to allow them to meet one another and the staff.

Similarly we liaise with Jewish FE colleges to ensure an easy transition from Year 11.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

TRUSTEES' REPORT (continued)

YEAR ENDED 31 AUGUST 2023

Term Dates and Times of School

The term dates are based on the Jewish calendar, around Jewish Holiday dates. We have an extended school day to 4:30 pm from Monday to Thursday, with a flexible finishing time on Friday to accommodate the varying times of the commencement of our Sabbath.

Crèche Facilities

There is an on-site crèche for children of staff up to age 3.

The School Environment

We are very fortunate to have a new school building with excellent facilities. Displays around the school, are of a high standard and are a good reflection of the ethos of the school.

Safety in School

As a minority racial group, there is a risk of racist incidents occurring outside the school from the general public. Pupils know that incidents will be dealt with by staff if in the vicinity of the school. Security priorities are raised at times of potential crisis. A Government initiative has provided security guards for the school throughout the school day. Parents are satisfied with our proactive and safe environment.

The pupils are confident that the school deals quickly and effectively with issues. The vast majority feel able to approach a member of staff if something is concerning them. Members of the SLT are accessible pupils.

Communication with Parents and Carers

The school is community-based and runs in accordance with the religious demands of the parental body. Communicating with parents/carers is a very high priority in school. Response to surveys, and informal feedback show that the vast majority of parents are very happy with school. This can be further evidenced by the growing school roll.

Parents are able to contact form teachers and pastoral staff with any problems their daughters are experiencing. The SLT are available when necessary

Parents' evenings and regular leveled reports ensure that parents are kept well informed about their child's progress. Attendance at parent's evenings are around the 90% mark. Parents unable to attend parents' evenings are given an alternative opportunity. Homework diaries provide a link between parents and teachers.

The SEN department is in continual contact with parents of pupils on the SEN register. Other parents also make contact with SENDCO for advice.

Within the Wider Community

Throughout the year there are activities which impact on the local community. These include senior citizens' parties, sponsored activities for charities, lunch-time visits and occasional performances in homes for the elderly. Individual girls help at the soup kitchen, visit elderly people, look after special needs children, help busy mothers in the evenings etc.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

TRUSTEES' REPORT (continued)

YEAR ENDED 31 AUGUST 2023

Pupil Attendance

Students' attendance record has been good over the last 3-4 years. An attendance team keeps a constant watch on this and works with the local EWO.

Persistent absence is relatively low. When such a situation arises it is immediately addressed and a special re-integration programme introduced.

Skills for the Workplace

We recognize that the majority of our students will opt to attend a religious seminary when they graduate from BYJHS. While these seminaries focus on religious studies, most of them also offer a number of A level/ vocational courses. A small number of our alumni choose to go to 6th form college straight from school and many of the girls who attend religious seminary will choose to further their secular education once they graduate seminary.

We take seriously our duty to give our students the best possible secular education, to give them the options for a career in STEM, Humanities or creative subjects.

In line with this, our Careers Officer offers all girls careers advice and facilitates speakers coming in from different professions.

Workplace skills are integrated within the curriculum. Below are examples of areas from recent years:

Maths department: budgeting project based on catering for school meals

ICT GCSE course includes banking and business management.

GCSE courses in Art, Home Economics and Textiles.

Organisational skills gained from arranging school activities and programmes, through which pupils learn to plan and evaluate.

Compulsory Modern Hebrew to GCSE. Many of our pupils often chose to live temporarily in Israel and this skill helps their employment prospects there.

AQA Entry Level courses for girls who cannot access GCSE along with AQA accredited certificates on a variety of courses created specifically to cater for our SEN pupils.

Pride in our School

We are very proud of our pupils and all that they achieve. Our results are consistently high and always above the average of the local authority and of the national statistics. The pupils in their turn are very proud of their membership of our school, and frequently praise it to others.

Public Benefit

In drafting the above statements, the trustees have complied with the duty in the relevant Section of the Charities Act 2011, to have due regard to public benefit guidance published by the Charity Commission in exercising their powers or duties.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

TRUSTEES' REPORT (continued)

YEAR ENDED 31 AUGUST 2023

ACHIEVEMENTS & PERFORMANCE

Optional subjects are shaded

Subject	Year 7	Year 8	Year 9	Year 10	Year 11
Chumash	✓	✓	✓	✓	✓
Halocha	✓	✓	✓	✓	✓
Mechaneches Period/Parsha	✓	✓	✓	✓	✓
Parsha/Yediyo Klolis	✓	✓			
Ovos	✓	✓	✓	✓	✓
Tefillo	✓	✓	✓	✓	✓
Jewish History	✓	✓	✓	✓	✓
Bas Mitzva	✓				
Nach	✓	✓	✓	✓	✓
Biblical Hebrew			✓	✓	✓
Art	✓	✓	✓	✓	✓
Business studies				✓	✓
Computer science				✓	✓
Combined Science				✓	✓
English Lang and Lit	✓	✓	✓	✓	✓
Geography	✓	✓	✓	✓	✓
History	✓	✓	✓	✓	✓
Food & nutrition	✓	✓	✓	✓	✓
IT	✓	✓	✓	✓	✓
Maths	✓	✓	✓	✓	✓
P.E.	✓	✓	✓	✓	✓
Science (3 separate science)	✓	✓	✓	✓	✓
Textile Design	✓	✓	✓	✓	✓
ICDL				✓	✓
Mesila Finance				✓	✓

GCSE Subjects

GCSE Art Fine
 GCSE Art Textiles
 GCSE Biblical Hebrew
 GCSE Biology
 GCSE Business Studies
 GCSE Chemistry
 GCSE Computer science
 GCSE English Language
 GCSE English Literature
 GCSE Food Preparation & Nutrition
 GCSE Geography
 GCSE History
 GCSE Maths
 GCSE Further Maths
 GCSE Modern Hebrew
 GCSE Physics
 GCSE Science (double award)
 ICDL
 Mesila Finance

YEAR 11 PERFORMANCE 2022-23

Attainment 8 score = 48.3

Pupils achieving a grade 5 and above in both English and Maths: 50%

Percentage of pupils receiving the Ebacc = 17%

Overall Progress 8

Year	P8	English	Maths	Ebacc
2022	0.18	0.51	0.21	0.5
2021	-0.65	0.08	0.46	-0.09
2019	0.74	0.72	0.68	0.84
2018	1.25	0.79	1.02	2.33

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

TRUSTEES' REPORT (continued)

YEAR ENDED 31 AUGUST 2023

Going Concern

After making appropriate enquiries, the Governing Body has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies and in the independent reporting accountant's assurance report on regularity.

Value for Money

The academy trust delivers good value in the use of public resources. Value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The school has achieved this by:

1. Rigorous procedures for establishing, reviewing and evaluating school budget, including comparisons and benchmarking. Financial governance and oversight by the governors is strong, with a Finance Director heading up an expanding finance team.

- For example: monthly management accounts with budget comparisons produced and regular review at Governor subcommittee level to ensure the best possible value for Money is achieved.
- For example strong recruitment protocols developed and effective monitoring of Salary budgets.

Targets: To develop in-depth internal audit protocol and to ensure that conflicts of business interests are declared and scrutinised.

2. Strong purchasing procedure, constant review of suppliers, ensuring value for money comparisons for purchased items.

- For example: required written quotes and tendering processes adhered to as laid out in the school financial handbook. Negotiation with individual suppliers and as part of consortium purchasing. Cleaning contract and IT support contracts dealt with according to tendering protocol. Capital building projects dealt with according to EU tendering procedure, as appropriate.

3. Meticulous evaluations of impact on student outcomes including examination results, value added progress and student attendance.

- For example: provision map of targeted support to be extended to every child in school and Pupil Premium return incorporated.

Target: to increase level of attendance for all pupils especially SEND/Pupil Premium

4. Sharing of good practice amongst collaborative schools, for example:

- Research conducted by the Principal website outlining how Local Leaders of Education (LLE) can best support school.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

TRUSTEES' REPORT (continued)

YEAR ENDED 31 AUGUST 2023

STRATEGIC REPORT

Financial Review

Most of the Academy's income is obtained from the Department for Education (DFE) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DFE during the year ended 31st August 2023 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities. The Academy also receives grants for fixed assets from the DFE. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (FRS 102), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned. The Assets, Liabilities and Funds of the Governing Body of the Jewish High School were transferred to the Academy on 01 September 2012.

During the period ended 31 August 2023, total expenditure of £2,568,524 was more than covered by recurrent grant funding from the DFE together with other incoming resources. The excess of income over expenditure for the period before other recognised gains and losses (excluding surplus funds transferred, restricted fixed asset funds and restricted pension funds) was £122,576

Principal Risks and Uncertainties

The Governors consider that the principal risks and uncertainties facing the Academy are:

- Meeting requisite standards of education for students in core subjects
- Complying with legislative requirements regarding employment law, data protection, discrimination, Companies House and HMRC, child protection, the Charity Commission and the strong balanced curriculum
- Financial risk - not operating within its budget and running a deficit, changes in funding, inappropriate or insufficient financial controls and systems, fraudulent activity and/or financial commitments made without adequate authorisation.
- Operational risks - resulting from inexperienced or inappropriate staff being employed and inaccurate, out of date or inappropriate information.

The key controls used by the Academy include:

- Detailed terms of reference for all committees.
- Formal agendas for the academy board and committees.
- Schemes of delegation and formal financial regulations.
- Formal written policies
- Clear authorisation and approval levels.
- Policies and procedures required by law to protect the vulnerable.

Reserves Policy

The Governors review the reserves levels of the academy annually. This review will encompass the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Governors have determined that an appropriate level of free reserves should be equivalent to £100,000. 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. The Academy's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £168,944

Investment Policy

The Governors' policy is to invest any surplus funds in low risk short term deposits

Plans for Future Periods

The main objectives for the next academic year are stated in the 2021 School Improvement Plan and are as follows:

1. Review schemes of work in all subjects in the light of recent research and best practice to ensure they are correctly sequenced towards cumulatively sufficient knowledge
2. Recruit new Menahel and new Head of faculty for Science to expand capacity at senior and middle leadership level
3. Build CPD pathways to ensure staff a) have the skills and knowledge to implement the SIP, and b) can progress in their career and take on leadership/whole school roles
4. Address lost learning due to Covid - particularly in literacy and numeracy

Auditor

Haffner Hoff LTD has indicated its willingness to continue in office.

Statement as to Disclosure of Information to Auditors

The governors have confirmed that, as far as they are aware, there is no relevant audit information of which the auditors are unaware. All governors have confirmed that they have taken all the steps that they ought to have taken as governors in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

Approved by order of the members of the governing body on 12 December 2023 and signed on its behalf by

Signed



Mr A Topperman
Chair

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

GOVERNANCE STATEMENT

YEAR ENDED 31 AUGUST 2023

Scope of Responsibility

As governors, we acknowledge we have overall responsibility for ensuring that Beis Yaakov Jewish High 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 governing body has delegated the day-to-day responsibility to the Principal, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Beis Yaakov Jewish High School Academy and the Secretary of State for Education. They are also responsible for reporting to the governing body any material weaknesses or breakdowns in internal control.

Review of Value for Money

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

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 Beis Yaakov Jewish High School Academy for the year ended 31 August 2021 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The governing body has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The governing body is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the year ending 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the governing body.

The risk and control framework

The Academy 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 Governing Body;
- regular reviews by the Finance Sub Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.

The board of trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However the trustees have appointed Avrom Topperman, a trustee, to carry out a programme of internal checks.

In particular, checks carried out in the current period include substantive and other tests on the controls of the academy along with other audit techniques required to be able to express an opinion on the risk and control framework.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

GOVERNANCE STATEMENT

YEAR ENDED 31 AUGUST 2023

Review of effectiveness

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

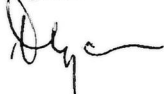
- The work of the Responsible Officer.
- The work of the external auditor.
- The work of the senior managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

The Finance & Building Sub Committee completed the Finance Management & Governance Evaluation (FMGE) in January 2014 and was graded 'Good' by the EFA.

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

Approved by order of the members of the governing body on 08 December 2023 and signed on its behalf by:

Signed



Chair

Signed



B Myers
Accounting officer

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

YEAR ENDED 31 AUGUST 2023

As accounting officer of Beis Yaakov Jewish High School Academy I have considered my responsibility to notify the academy trust governing body and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook.

I confirm that I and the academy trust governing body are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook.

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date.

Signed



B Myers
Accounting officer

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

GOVERNOR'S RESPONSIBILITIES

YEAR ENDED 31 AUGUST 2023

The governors (who act as trustees for charitable activities of Beis Yaakov Jewish High School Academy and 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 Annual Accounts Requirements issued by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP FRS 102 and the Accounts Direction 2017 to 2018;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

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

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

Approved by order of the members of the governing body on 12 December 2023 and signed on its behalf by:

Signed



Chair

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

YEAR ENDED 31 AUGUST 2023

Independent Auditor's Report on the Financial Statements

OPINION

We have audited the financial statements of the Beis Yaakov Jewish High School Academy for the year ended 31 August 2023 which comprise the Statement of financial activities incorporating income and expenditure accounts, 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', the Charities SORP 2019 and the Academies Accounts Direction 1 September 2022 to 31 August 2023 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- Give a true and fair view of the state of the academy trust's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure for the year the 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 1 September 2022 to 31 August 2023 issued by the Education and Skills Funding Agency.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the financial statements of 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate: or
- The trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorized for issue.

OTHER INFORMATION

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appear to be materially misstated. If we identify such

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

YEAR ENDED 31 AUGUST 2023

Independent Auditor's Report on the Financial Statements

material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

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

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

- Adequate accounting records have not yet 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 disclosure of Trustees' 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 Trustees' responsibilities, the Trustees (who are also the directors of the academy trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

YEAR ENDED 31 AUGUST 2023

Independent Auditor's Report on the Financial Statements

Auditor's approach to assessing the risks of material misstatement due to irregularities, including fraud.

Our approach was as follows:

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- The nature of the industry and sector, control environment and business performance;
- Results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the company's documentation of their policies and procedures relating to (a) identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of noncompliance; (b) detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; (c) the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations; (d) the matters identified as to how and where fraud might occur in the financial statements and any potential indicators of fraud.

In common with all audits under ISAS (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory frameworks that the company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act, UK Corporate Governance Code, UK tax legislation and UK Charity Act.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the company's ability to operate or to avoid a material penalty.

As a result of performing the above, we identified no key audit matters relating to the potential risk of fraud.

Our procedures to respond to risks identified included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- Enquiring of management concerning actual and potential litigation and claims;
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- Obtaining an understanding of provisions and holding discussions with management to understand the basis of recognition or non-recognition of tax provisions; and
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We remained alert to any indications of fraud or noncompliance with laws and regulations throughout the audit.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

YEAR ENDED 31 AUGUST 2023

Independent Auditor's Report on the Financial Statements

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

USE OF OUR REPORT

This report is made solely to the academy trust'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 trust'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 trust and the academy trust's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Howard Schwalbe ACA (Senior Statutory Auditor)

Haffner Hoff Limited
Parkgates
Bury New Road
Prestwich M25 0TL

15th December 2023.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

YEAR ENDED 31 AUGUST 2023

Independent Reporting Accountant's Report on Regularity

In accordance with the terms of our engagement letter 1st March 2022 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Beis Yaakov Jewish High School Academy during the period 1st September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them. This report is made solely to Beis Yaakov Jewish High School Academy and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Beis Yaakov Jewish High School Academy and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Beis Yaakov Jewish High School Academy and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Beis Yaakov Jewish High School Academy's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Beis Yaakov Jewish High School Academy's funding agreement and deed of variation with the Secretary of State for Education dated 15th July 2019 and the Academies Financial Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 1 September 2022 to 31 August 2023. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed, and income received during the period 1st September 2022 to 31 August 2023 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 reporting accountant of academy trusts issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

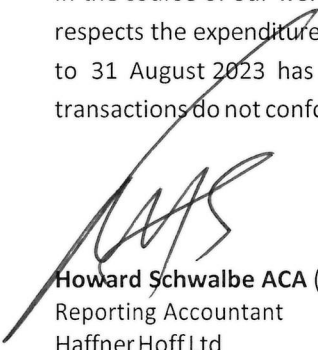
YEAR ENDED 31 AUGUST 2023

Independent Reporting Accountant's Report on Regularity

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

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year from 1 September 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Howard Schwalbe ACA (Senior Statutory Auditor)

Reporting Accountant
Haffner Hoff Ltd
Parkgates
Bury New Road
M25 0TL

15th December 2023

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

STATEMENT OF FINANCIAL ACTIVITIES (including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

YEAR ENDED 31 AUGUST 2023

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2023 £	Total 2022 £
Incoming and endowments from:						
. Donations and capital grants	3	15,944	571,513	0	587,458	518,291
Charitable activities:						
. Funding for the academy's educational operations	6	0	2,081,992	0	2,081,992	2,042,937
Other trading activities	4	6,910	79,620	0	86,530	129,837
Investments	5	107	0	0	107	34
Total		<u>22,962</u>	<u>2,733,125</u>	<u>0</u>	<u>2,756,087</u>	<u>2,691,100</u>
Expenditure on:						
Raising funds					0	0
Charitable activities:						
Academy trust educational operations	8	0	2,939,236	115,796	3,055,032	2,686,683
Total	7	<u>0</u>	<u>2,939,236</u>	<u>115,796</u>	<u>3,055,032</u>	<u>2,686,683</u>
Net income / (expenditure)		22,962	(206,110)	(115,796)	(298,945)	4,416
Transfers between funds	17				0	0
Net income/(expenditure) for the year		22,962	(206,110)	(115,796)	(298,945)	4,416
Other recognised gains and losses						
Actuarial (losses) gains on defined benefit pension schemes	17, 26	0	21,000	0	21,000	823,000
Net movement in funds		22,962	(185,110)	(115,796)	(277,945)	827,416
Reconciliation of funds						
Total funds brought forward	17	168,945	357,432	5,789,805	6,316,182	5,488,765
Total funds carried forward		<u>191,907</u>	<u>172,322</u>	<u>5,674,009</u>	<u>6,038,237</u>	<u>6,316,182</u>

All of the academy's activities derive from acquisitions in the current financial period.

A Statement of Total Recognised Gains and Losses is not required as all gains and losses are included in the Statement of Financial Activities

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY


BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	13		5,767,928		5,868,582
Current assets					
Stock	14	4,190		4,750	
Debtors	15	55,656		75,871	
Cash at bank and in hand		<u>129,635</u>		<u>399,386</u>	
		189,480		480,007	
Liabilities					
Creditors: Amounts falling due within one year	16	<u>(148,170)</u>		<u>(240,407)</u>	
Net current assets / (liabilities)			<u>41,310</u>		<u>239,600</u>
Total assets less current liabilities			5,809,238		6,108,182
Net assets excluding pension asset/liability			5,809,238		6,108,182
Pension scheme asset (liability)	26		<u>229,000</u>		<u>208,000</u>
Total net assets			<u><u>6,038,238</u></u>		<u><u>6,316,182</u></u>
Funds of the academy:					
Restricted income funds					
. Fixed asset fund	17		5,674,009		5,789,805
. General fund	17		(56,678)		149,432
. Pension reserve	17		<u>229,000</u>		<u>208,000</u>
Total restricted funds			<u>5,846,331</u>		<u>6,147,237</u>
Unrestricted income funds					
. General fund	17		<u>191,907</u>		<u>168,945</u>
Total unrestricted funds			<u>191,907</u>		<u>168,945</u>
Total funds			<u><u>6,038,238</u></u>		<u><u>6,316,182</u></u>

The financial statements on pages 16 to 40 were approved by the trustees, and authorised for issue on 15th December 2023 and are signed on their behalf by:

Signed



A. Topperman
Chair

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

CASH FLOW STATEMENT

YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Net cash provided by / (used in) operating activities	21	(263,193)	187,455
Cash flows from financing activities	22	0	0
Cash flows from investing activities	23	(6,559)	(2,145)
Change in cash and cash equivalents in the reporting period	24	<u>(269,752)</u>	<u>185,310</u>
Cash and cash equivalents at 1 September 2022		399,386	214,076
Cash and cash equivalents at 31 August 2023		<u>129,635</u>	<u>399,386</u>

All of the cash flows are derived from acquisitions in the current financial period.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

1. Statement of Accounting Policies

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

Basis of Preparation

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Beis Yaakov High School Academy meets the definition of a public benefit entity under FRS 102.

Going Concern

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

Incoming Resources

All incoming resources are recognised when the academy trust has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

Grants receivable

Fixed asset 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. The general annual grant ('the GAG') from the DfE, which is intended to meet recurrent costs, is credited directly to the Statement of Financial Activities. Other grants from government agencies and other bodies are recognised in the period in which they are receivable to the extent the conditions of funding have been met. Where income is received in advance of entitlement of receipt its recognition is deferred and included in creditors as deferred income Where entitlement occurs before income is received the income is accrued.

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

Sponsorship Income

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

Donations

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

Other Income

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

Donated goods and facilities

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

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

1. Statement of Accounting Policies (continued)

Donated Services and gifts in kind

The value of donated services and gifts in kind provided to the academy trust are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the academy trust can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of Financial Activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with academy trust's policies.

Certain fixed assets were transferred from the governors on conversion to an academy on 1 April 2011 and are recognised on the following bases:

- School land and buildings which were recognised at market value at the time of transfer. The ownership of the land and buildings is vested with custodian trustees who have allowed access to the land and buildings on a rent free basis by way of a lease.
- Sundry assets relating to furniture & equipment as well as IT equipment.

Resources Expended

All expenditure is recognised in the period in which a liability is incurred and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Costs of generating funds

These are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities

These are costs incurred on the academy trust's educational operations.

Governance Costs

These include the costs attributable to the academy trust's compliance with constitutional and statutory requirements, including audit, strategic management and reimbursed expenses.

All resources expended are inclusive of irrecoverable VAT.

Tangible Fixed Assets

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. 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 such assets is charged to the restricted fixed asset fund in the Statement of Financial Activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the academy trust's depreciation policy.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

1. Statement of Accounting Policies (continued)

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

Leashold land & buildings	- 2% pa
Fixtures, fittings and equipment	- 15% pa
IT equipment	- 33.3% pa

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

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.

Liabilities

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

Provisions

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

Accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 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 2019 has been used by the actuary in valuing the pensions liability at 31 August 2023. 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.

Critical areas of judgement

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

Leased Assets

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

Other income

Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the goods have been provided or on completion of the service.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

1. Statement of Accounting Policies (continued)

Stock

Stationery and catering stocks are valued at the lower of cost or net realisable value.

Taxation

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

Pensions Benefits

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes, are contracted out of the State Earnings-Related Pension Scheme ('SERPS'), and the assets are held separately from those of the academy trust.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in Note 26, the TPS is a multi-employer scheme and the academy trust is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The LGPS is a funded scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period until vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

Fund Accounting

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

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

Restricted general funds comprise all other restricted funds received and include grants from the Education Funding Agency.

Financial Instruments

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in the notes. 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. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

2. General Annual Grant (GAG)

a. Results and Carry Forward for the Year

	2023 £	2022 £
GAG brought forward from previous year	0	0
GAG allocation for current year	1,888,698	1,954,067
Total GAG available to spend	1,888,698	1,954,067
Recurrent expenditure from GAG	(2,939,236)	(2,558,591)
Fixed assets purchased from GAG	0	0
	(2,939,236)	(2,558,591)
GAG carried forward to next year	(1,050,538)	(604,524)
Maximum permitted GAG carry forward at end of current year (12% of allocation for current year)	(226,644)	(234,488)
GAG to surrender to DfE (12% rule breached if result is positive)	0	0
	no breach	no breach

b. Use of GAG brought forward from previous year for recurrent purposes

(Of the amount carried forward each year, a maximum of 2% of GAG can be used for recurrent purposes. Any balance, up to a maximum of 12%, can only be used for capital purposes)

Recurrent expenditure from GAG in current year	(2,939,236)	(2,588,591)
GAG allocation for current year	(1,888,698)	(1,954,067)
GAG allocation for previous year x 2%	0	0
GAG b/fwd from previous year in excess of 2%, used on recurrent expenditure in current year (2% rule breached if result is positive)	0	0
	no breach	no breach

3. Donations and Capital Grants

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Capital Grants	0	30,155	30,155	9,889
Private Sponsorship	0	43,621	43,621	40,502
Other Donations	15,944	497,738	513,682	467,900
	15,944	571,513	587,458	518,291
2022 total	10,900	507,391	518,291	

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

4. Other Trading Activities

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Other Income	6,910	79,620	86,531	129,837
	<u>6,910</u>	<u>79,620</u>	<u>86,531</u>	<u>129,837</u>
2022 figure	22,622	107,215	129,837	

5. Investment Income

	Unrestricted Funds	Restricted Funds	Total 2023	Total 2022 £
Short term deposits	107	0	107	34
	<u>107</u>	<u>0</u>	<u>107</u>	<u>34</u>
2022 figure	34		34	

6. Funding for Academy Trust's Educational Operations

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
DfE / EFA revenue grants				
. General Annual Grant (GAG) (Note 2)	0	1,888,698	1,888,698	1,954,067
. Supplementary/Additional grant	0	78,755	78,755	0
. Other DfE / EFA grants	0	34,967	34,967	42,477
	<u>0</u>	<u>2,002,420</u>	<u>2,002,420</u>	<u>1,996,544</u>
Other Government grants				
. Local authority grants	0	0	0	0
. JRS	0	0	0	0
. Special educational projects	0	79,572	79,572	46,393
	<u>0</u>	<u>79,572</u>	<u>79,572</u>	<u>46,393</u>
	<u>0</u>	<u>2,081,992</u>	<u>2,081,992</u>	<u>2,042,937</u>
Total for 2022		2,042,937	2,042,937	

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

7. Expenditure

	Staff Costs	Non Pay Expenditure		Total	Total
	£	Premises £	Other Costs £	2023 £	2022 £
Costs of generating voluntary income				0	0
Costs of activities for generating funds				0	0
Academy's educational operations					
- Direct costs	1,850,243	115,796	305,670	2,271,710	2,040,595
- Allocated support costs	321,394	176,650	275,206	773,250	636,155
	<u>2,171,637</u>	<u>292,446</u>	<u>580,876</u>	<u>3,044,959</u>	<u>2,676,750</u>
Governance costs including allocated support costs			10,073	10,073	9,933
	<u>2,171,637</u>	<u>292,446</u>	<u>590,949</u>	<u>3,055,032</u>	<u>2,686,683</u>

Incoming/outgoing resources for the year include:

	2023 £	2022 £
Operating leases	6,229	7,192
Depreciation	137,475	137,227
Fees payable to auditor for:		
- audit	9,688	9,633
- other services	385	300
Profit/(loss) on disposal of fixed assets	<u>0</u>	<u>0</u>

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

8. Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Direct costs				
Teaching and educational support staff costs	0	1,850,243	1,850,243	1,612,640
Depreciation	0	128,309	128,309	128,128
Educational supplies	0	105,264	105,264	93,892
Examination fees	0	35,586	35,586	40,896
Staff development	0	162	162	885
Educational consultancy	0	77,556	77,556	68,758
Other direct costs	0	74,590	74,590	95,397
	<u>0</u>	<u>2,271,710</u>	<u>2,271,710</u>	<u>2,040,595</u>
Allocated support costs				
Support staff costs	0	321,394	321,394	239,950
Depreciation	0	9,167	9,167	9,100
Recruitment and support	0	0	0	0
Maintenance of premises and equipment	0	40,795	40,795	32,697
Cleaning	0	104,753	104,753	80,347
Rent & rates	0	24,088	24,088	29,291
Insurance	0	7,014	7,014	5,985
Security and occupational	0	49,005	49,005	49,451
Catering	0	44,520	44,520	33,968
Bank interest and charges	0	0	0	0
Other support costs	0	172,513	172,513	155,366
Governance costs - see below	0	10,073	10,073	9,933
	<u>0</u>	<u>783,323</u>	<u>783,323</u>	<u>646,088</u>
	<u>0</u>	<u>3,055,032</u>	<u>3,055,032</u>	<u>2,686,683</u>

9. Governance costs

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Legal and professional fees		0	0	0
Auditor's remuneration				
. Audit of financial statements		9,688	9,688	9,633
. Other services		385	385	300
. Responsible officer audit		0	0	0
Other accounting expenses		0	0	0
trustees' reimbursed expenses		0	0	0
	<u>0</u>	<u>10,073</u>	<u>10,073</u>	<u>9,933</u>

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

10. Staff costs

	Total 2023 £	Total 2022 £
Staff costs during the period were:		
Wages and salaries	1,546,698	1,296,391
Social security costs	129,912	109,614
Pension costs	347,035	279,511
	<u>2,023,645</u>	<u>1,685,516</u>
Agency staff costs	95,992	154,546
Staff restructuring costs	52,000	12,529
	<u>2,171,637</u>	<u>1,852,591</u>
Staff restructuring costs comprise:		
Redundancy payments		
Severance payments	52,000	12,529
Other restructuring costs		
	<u>52,000</u>	<u>12,529</u>

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £52,000 (2022 £12,529) .
Individually, the payments were 20,000 and 32,000

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

	2023 No	2022 No.
Charitable Activities		
Teachers	41	36
Administration and support	36	31
Management	7	5
	<u>84</u>	<u>72.0</u>

The number of employees whose emoluments fell within the following bands was:

	2023	2022 No.
£60,001 - £70,000	<u>2</u>	<u>1</u>

37 of the above employees participated in the Teachers' Pension Scheme. During the year ended 31 August 2023, pension contributions for these staff amounted to £212,073 (2022: £182,417) .
31 employees participated in the Local Government Pension Scheme, pension contributions amounted to £134,962 (2022: £97,353).

11. Related Party Transactions

Trustees' remuneration and expenses

Principal and staff trustees only receive remuneration in respect of services they provide undertaking the roles of Principal and staff and not in respect of their services as trustees. Other trustees did not receive any payments or expenses from the academy in respect of their role as trustees.
The value of trustees' remuneration was as follows:

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

11. Related Party Transactions (continued)

Principal: Remuneration	£ 65,000 - 70,000	(2022: £65,000 - £70,000)
Employer's pension contributions paid	£15,000 - £20,000	(2022: £15,000 - £20,000)

Other staff Governors: £0 (2022: nil)

During the year ended 31 August 2023, travel and subsistence expenses totalling £0 (2022 £0) were reimbursed to 0 governors (2022: 0).

Other related party transactions involving the trustees are set out in note 27.

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 trust was £272, 638.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

12. Governors' and Officers' Insurance

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10,000,000. The cost of this insurance is included in the total insurance cost.

13. TANGIBLE FIXED ASSETS

	Leasehold Land & Buildings £	Computer Equipment £	Furniture & Equipment £	Total £
COST				
At 1 September 2022	7,092,000	155,001	147,022	7,394,023
Additions	0	17,820	19,001	36,820
Disposals	0	0	0	0
At 31 August 2023	<u>7,092,000</u>	<u>172,821</u>	<u>166,023</u>	<u>7,430,843</u>
DEPRECIATION				
At 1 September 2022	1,302,195	129,443	93,803	1,525,441
Charge for the year	115,796	12,513	9,166	137,475
Disposals	0	0	0	0
At 31 August 2023	<u>1,417,991</u>	<u>141,956</u>	<u>102,969</u>	<u>1,662,916</u>
NET BOOK VALUE				
At 31 August 2023	<u>5,674,009</u>	<u>30,865</u>	<u>63,054</u>	<u>5,767,928</u>
At 1 September 2022	<u>5,789,805</u>	<u>25,558</u>	<u>53,219</u>	<u>5,868,582</u>

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

14. STOCK

	2023	2022
	£	£
School supplies	4,190	4,750
	<u>4,190</u>	<u>4,750</u>

15. DEBTORS

	2023	2022
	£	£
Trade debtors	8,969	25,356
Other debtors	27,180	37,757
Prepayments	19,507	12,758
	<u>55,656</u>	<u>75,871</u>

16. CREDITORS: Amounts falling due within one year

	2023	2022
	£	£
Bank loans and overdrafts	0	0
Trade creditors	65,329	107,582
PAYE and NIC creditor	28,943	20,575
Other taxation and social security	0	0
Other creditors	37,865	92,440
Accruals and deferred income	16,033	19,810
	<u>148,170</u>	<u>240,407</u>

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

17. Funds

	Balance at 31-Aug 2022 £	Incoming Resources £	Resources Expended £	Gains, Losses & Transfers £	Balance at 31-Aug 2023 £
Restricted general funds					
General Annual Grant (GAG)	219,475	1,888,698	(2,164,851)	0	(56,677)
Other DfE/EFA grants	(51,098)	193,294	(142,196)	0	0
Other income	(18,944)	651,134	(632,190)	0	0
Pension reserve	208,000	0		21,000	229,000
	<u>357,433</u>	<u>2,733,125</u>	<u>(2,939,236)</u>	<u>21,000</u>	<u>172,322</u>
Restricted fixed asset funds					
DfE/EFA capital grants	5,789,805	0	(115,796)	0	5,674,009
Capital expenditure from GAG	0	0	0	0	0
Private sector capital sponsorship	0	0	0	0	0
	<u>5,789,805</u>	<u>0</u>	<u>(115,796)</u>	<u>0</u>	<u>5,674,009</u>
Total restricted funds	<u>6,147,238</u>	<u>2,733,125</u>	<u>(3,055,032)</u>	<u>21,000</u>	<u>5,846,331</u>
Unrestricted funds					
Unrestricted funds	168,945	22,962	0	0	191,907
Total unrestricted funds	<u>168,945</u>	<u>22,962</u>	<u>0</u>	<u>0</u>	<u>191,907</u>
Total funds	<u>6,316,182</u>	<u>2,756,087</u>	<u>(3,055,032)</u>	<u>21,000</u>	<u>6,038,237</u>

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

Restricted general fund

Restricted general funds comprise all other restricted funds received and include grants from the Education Funding Agency.

Restricted fixed asset funds

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

Unrestricted funds

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

The academy trust is carrying a net deficit of £56,677 on restricted general funds (excluding pension reserve) .
The academy trust is planning a crowdfunding fundraiser in the coming months to return these funds to surplus.

18. Funds

	Balance at 01-Sep 2022 £	Unrestricted Funds £	Restricted General Funds £	Fixed Asset Funds £	Total Funds £
Tangible fixed assets	5,868,582	0	93,919	5,674,009	5,767,928
Current assets	239,600	191,907	(150,597)		41,310
Pension scheme asset	208,000	0	229,000		229,000
Total net assets	<u>6,316,182</u>	<u>191,907</u>	<u>172,322</u>	<u>5,674,009</u>	<u>6,038,237</u>

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

19 Long-term commitments, including operating leases

Total 2023 £	Total 2022 £
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Contracted for, but not provided in the financial statements

0	0
<u>0</u>	<u>0</u>

20. Financial commitments

Operating leases

At 31 August 2022 the academy had annual commitments under non-cancellable operating leases as follows:

Land and buildings

Expiring within one year
Expiring within two and five years inclusive
Expiring in over five years

Total 2023 £	Total 2022 £
0	0
0	0
0	0
<u>0</u>	<u>0</u>

Other

Expiring within one year
Expiring within two and five years inclusive
Expiring in over five years

	480
6,982	6,229
	0
<u>6,982</u>	<u>6,709</u>

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

21. Reconciliation of net income to net cash inflow from operating activities		2023	2022
		£	£
Net income for the reporting period (as per the SOFA)		(298,945)	4,416
Adjusted for:			
Depreciation (note 13)		137,475	137,227
Capital grants from DfE and other capital income		(30,155)	(9,889)
Other adjustments			
Interest receivable (note 5)		(107)	(34)
Defined benefit pension scheme cost less contributions payable (note 26)		0	0
Defined benefit pension scheme finance cost (note 26)		0	0
(Increase)/decrease in stocks		560	0
(Increase)/decrease in debtors		20,215	(1,831)
Increase/(decrease) in creditors		(92,237)	57,566
Net cash provided by / (used in) operating activities		<u>(263,193)</u>	<u>187,455</u>
22. Cash flows from Financing Activities			
Repayments of borrowing		0	0
Cash inflows from new borrowing		0	0
Net cash provided by / (used in) financing activities		<u>0</u>	<u>0</u>
23. Cash flows from Investing Activities			
Dividends, interest and rents from investments		107	34
Purchase of tangible fixed assets		(36,820)	(12,069)
Capital grants from DfE/EFA		30,155	9,889
Capital funding received from sponsors and others		0	0
Proceeds from sale of tangible fixed assets		0	0
Net cash provided by / (used in) investing activities		<u>(6,559)</u>	<u>(2,145)</u>
24. Analysis of cash and cash equivalents	At 31		At 31
	August		August
	2022	Cash flows	2023
	£	£	£
Cash in hand and at bank	399,386	(269,751)	129,635
Total cash and cash equivalents	<u>399,386</u>	<u>(269,751)</u>	<u>129,635</u>
24*. Analysis of changes in net debt	At 01		At 31
	Sept		August
	2022	Cash flows	2023
	£	£	£
Cash	399,386	(269,751)	129,635
	<u>399,386</u>	<u>(269,751)</u>	<u>129,635</u>

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

25. 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.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

26. Pension and similar obligations

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 Tameside MBC. Both are multi-employer defined-benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019. There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations 2014.

Membership is automatic for teachers in academies.

All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer.

Retirement and other pension benefits are paid by public funds provided by Parliament.

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 specify 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 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% 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 £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2024.

The employers pension costs paid to TPS in the period amounted to £212,073 (2022: £182,417)

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The 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.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

26. Pension and similar obligations (continued)

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the period ended 31 August 2023 was £171,258 (2022: 121,726) of which employer's contributions totalled £134,962 (2022: £97,353) and employees' contributions totalled £36,296 (2022: £24,372).

The agreed contribution rates for future years are 23 percent for employers and between 5.5 percent and 8.5 percent for employees.

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

Principal Actuarial Assumptions

	At 31 August 2023	At 31 August 2022
Rate of increase in salaries	3.80%	3.80%
Rate of increase for pensions in payment / inflation	10.10%	3.10%
Discount rate for scheme liabilities	5.20%	4.25%
Inflation assumption (CPI)	3.00%	3.05%
Commutation of pensions to lump sums	25%	25%

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

	At 31 August 2023	At 31 August 2022
<i>Retiring today</i>		
Males	20.1	20.3
Females	23.3	23.2
<i>Retiring in 20 years</i>		
Males	19	21.6
Females	24.9	25.1

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

26. Pension and similar obligations (continued)

Local Government Pension Scheme (Continued)

The academy's share of the assets and liabilities in the scheme and the expected rates of return were:

	Fair value at 31 August 2023 £(000)	Fair value at 31 August 2022 £(000)
Equities	1,035	1,058
Bonds	210	215
Property	135	138
Cash	120	123
Total market value of assets	1,500	1,534
Present value of scheme liabilities - Funded	(1,271)	(1,326)
Surplus/(deficit) in the scheme	229	208

The actual return on scheme assets was £27,000 (2022: £977,000).

The actuarial gains and losses for the current period are recognised in the SOFA.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

26. Pension and similar obligations (continued)

Local Government Pension Scheme (Continued)

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

	2023 £(000)	2022 £(000)
At 31 August 2022	1,326	2,042
Current service cost	123	239
Interest cost	58	36
Employee contributions	29	24
Actuarial (gain)/loss	(205)	(981)
Benefits paid	(60)	(34)
Past Service cost	0	0
Curtailments and settlements	0	0
At 31 August 2023	<u><u>1,271</u></u>	<u><u>1,326</u></u>

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

At 31 August 2022	1534	1427
Expected return on assets	67	24
Actuarial gain/(loss)	(178)	-4
Employer contributions	108	97
Employee contributions	29	24
Benefits paid	(60)	(34)
At 31 August 2023	<u><u>1,500</u></u>	<u><u>1,534</u></u>

The estimated value of employer contributions for the year ended 31 August 2024 is £107,000.

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

26. Pension and similar obligations (continued)

Local Government Pension Scheme (Continued)

The five-year history is as follows:

	2023	2022	2021	2020	2019
	£'000	£'000	£'000	£'000	£'000
Present value of defined benefit obligations	(1,271)	(1,326)	(2,042)	(1,531)	(1,102)
Fair value of share of scheme assets	1,500	1,534	1,427	1,099	752
Surplus in the scheme	229	208	(615)	(432)	(350)

BEIS YAAKOV JEWISH HIGH SCHOOL ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

27. Related Party Transactions

Jewish High School for Girls (JHSFG) (charity no 526063) is a related party to BYJHSA by virtue of the fact that there is common control (all the trustees of JHSFG are directors and members of BYJHSA).

The Radford Educational Trust is a related party to BYJHSA by virtue of the fact that there are trustees in common.

The academy had income receivable amounting to £497,738 in donations from related parties including the governors regarding the academic year 22/23.

No other transactions with related parties, disclosable under the Charities SORP (FRS 102), were entered into during the period.