



**Nishkam Schools Multi Academy Trust**

**Annual Report and Financial Statements**

**Year ended 31 August 2024**

**Company Limited by Guarantee  
Registration Number: 07522245 (England and Wales)**

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**Governance and MAT structure 2023 - 2024**

**Nishkam Schools Multi-Academy Trust; Governance and MAT Structure**



**Faith body and Sponsor: GNNSJ**  
**Members Vision**  
 Bhai Sahib, (Professor) Mohinder Singh Ahluwalia OBE, KSG, (Patron of NSMAT); P S Jhutti, J S Chandan, Dr J Boehle, S Evans OBE,  
 Chair of Trustees

**Board of Trustees**  
*Accountable for: Delivering Strategy & Vision, Aspiration, School Performance, Finance, LGB Performance, Staffing and Performance*  
 S Evans OBE (Chair of Trustees), B S Minhas, A S Bhabra MBE, R S Dhandia BEM, I K Mahon, D S Ahluwalia, Dr B S Mahon OBE, S Suresh

**Finance & Resources Committee**

**Admissions Committee**

**Executive Officer**  
**Dr B S Mahon OBE - CEO (& AO)** (Strategic Development, Curriculum, S48, ESFA/DfE Compliance, HR, Admissions, Marketing)

**Central Trust Team:**  
 D Westwood - Director of Primary Education (Primary Pupil Outcomes, spend for primary schools, Safeguarding, Pupil Premium)  
 Central Services Team: Finance, Procurement, HR services, Governance, Compliance, Data Protection, Marketing & Admissions, ICT, Section 48, Faith

**Local Advisory Boards**  
*Accountable for: Pupil Outcomes, Curriculum, Safeguarding, SEND, H&S*

**Nishkam Primary School Birmingham**  
 Chair: S K Bahin  
 Headteacher: G Kaur

**Nishkam High School Birmingham**  
 Chair: S Kang  
 Co-Principal: C Deeks  
 Co-Principal: E Wilks

**Nishkam Primary School Wolverhampton**  
 Chair: T S Bardi  
 Headteacher: H S Dhanjal

**Nishkam School West London All-through School**  
 Chair: B S Panesar  
 Headteacher (Primary Phase): S Rai  
 Headteacher (Secondary Phase): G Dineen

**Akhal Primary School**  
 Chair: T S Sidhu  
 Headteacher: Z Parkes  
 Exec Headteacher: H S Dhanjal

**Nishkam Nursery (Birmingham)**

**Nishkam Nursery (Wolverhampton)**

**Link Governors:**  
 - Safeguarding, Attendance & Behaviour  
 - Pupil Premium  
 - SEND  
 - H&S and Data Protection

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 - H&S and Data Protection

**Reference and Administrative Details**

**Members**

Bhai Sahib Mohinder Singh Ahluwalia, Patron of NSMAT  
 Parminder Singh Jhutti  
 Jaswinder Pal Singh Chandan  
 Josef Boehle  
 Sarah Evans Chair of Trustees

**Trustees**

Davinder Singh Ahluwalia  
 Amrik Singh Bhabra  
 Ranjit Singh Dhanda  
 Sarah Evans Chair of Trustees  
 Bhupinder Singh Minhas Vice Chair of Trustees  
 Dr Brinder Singh Mahon Chief Executive and Accounting Officer  
 Ishwinder Kaur Mahon  
 Soumya Suresh

**Senior Leadership Team**

Dr Brinder Singh Mahon Chief Executive and Accounting Officer  
 Shaminder Singh Rai Chief Operating Officer and Chief Financial Officer (Resigned January 2024)  
 Balbinder Singh Bhandal Chief Financial Officer (In post January 2024)  
 Debbie Westwood, Director of Primary Education and Principal, NPSB  
 Chris Deeks Co-Principal, NHSB  
 Emma Wilks Co-Principal, NHSB  
 Gurpreet Kaur Headteacher, NPSB  
 Harmander Singh Dhanjal Headteacher, NPSW  
 Sukhjeet Rai Primary Headteacher, NSWL  
 Gerard Dineen Secondary Headteacher, NSWL  
 Zoe Parkes Headteacher, APS



**Company Name**

Nishkam Schools Multi-Academy Trust

**Registered Office Address**

Nishkam High School,  
 Great King Street North,  
 Birmingham, B19 2LF

**Independent Auditor**

Thorne Widgey  
 Wyevale Business Park,  
 2 Wyevale Way,  
 Hereford HR4 7BS

**Bankers**

Lloyds Bank  
 25 Colmore Row,  
 Birmingham B3 3SF



Nishkam staff from Nishkam Primary School Birmingham and Nishkam Primary School Wolverhampton and Nishkam High School Birmingham discussing Faith and Virtues as part of their continuing professional development., 14<sup>th</sup> October 2022



## **Patrons' Message**

The Nishkam Schools Multi Academy Trust (NSMAT) has established schools to serve our children and families, to contribute to the development of children and society, and to ensure that children have opportunities to fulfil their spiritual, intellectual and physical potential.

We feel honoured and privileged that parents, who are the primary educators of their children, entrust the education of children to the Nishkam Schools. NSMAT are indebted to the Department of Education for providing the majority of the funding since the first school opened in 2011, and to the Nishkam faith community for complementing the funding and enabling the Trust to enrich the education resources we provide.

Nishkam education endeavours to provide holistic and wholesome environments; to prepare pupils for adulthood, the wider world and to be responsible citizens; create communities where the spirit, intellect and wisdom are nourished; and nurture the ethical, cultural and social development of children. We endeavour to ensure children are happy, secure and inspired to do their very best.

As parents, the happiness and fulfilment of all children is close to our hearts. Collectively we can create environments, where families and communities, in which children will be happy and can flourish. We can build a secure, safe and supportive society, which will provide for our needs and aspirations. Adults have a shared responsibility to create such ideal communities where children witness the true potential of good human beings. Humanity continues to face many challenges. We are optimistic that a new global consciousness and a responsible mind set will overcome these challenges through realigning ourselves with core human values of love, compassion, sacrifice, service and transparency. Alongside achieving material happiness and fulfilment, the world's faith traditions point to more fulfilling aspirations which are possible when we go beyond ourselves, placing the needs of others before our own. All faith-based organisations can play a positive role in helping us become better parents, teachers and citizens, and more importantly, better human beings.

Nishkam Schools are driven and sustained by the principle of '*nishkamta*' – creating a mind-set to serve others without expectation or recognition. The motto of our schools is '*Man Neeva, Mat Uchi – to be humble, to be wise*'. These are the building blocks of our endeavours to set up the Nishkam Schools Multi-Academy Trust and its schools in Birmingham, West London and Wolverhampton.

The Nishkam Schools flourish because of the unique partnership between the Department of Education, the faith community and entire Nishkam Team (in Birmingham and London). They have all contributed to making our educational endeavours a reality. The efforts of our pupils, teachers, staff, governors and directors, *sewadaars* (volunteers), and community are immeasurable and we are witnessing the potential of this collective team effort bearing fruit. The Nishkam Schools Multi-Academy Trust are to be commended for working with the DfE to open a new school every year, (from 2011 to 2014) during one of the most difficult economic climates, and taking responsibility to provide good quality virtues-led education.

I feel privileged and humbled to be patron of this unique education charity which we believe will be able to deliver life changing educational experience for decades to come and nurture good human beings who have a passion for serving others in the true spirit of Nishkam.

**Bhai Sahib (Professor) Mohinder Singh Ahluwalia OBE**  
**Patron**

## **Trustees' Report of the Year Ended 31 August 2024**

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

Nishkam Schools Multi-Academy Trust (NSMAT) operates 3 primary schools, 1 secondary school in the West Midlands and 1 all through school in West London. Its schools have a combined pupil capacity of 3360

### **Structure, Governance and Management**

#### **Constitution**

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The Trustees of Nishkam Schools Multi-Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company operates as Nishkam Schools Multi-Academy Trust.

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and Administrative Details on page 3.

#### **Members' Liability**

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

#### **Trustees' Indemnity**

NSMAT through its insurance provision, indemnifies trustees' against claims made arising from professional negligence or errors and omissions occurring whilst on NSMAT business. The insurance provides cover of £10,000,000.

#### **Recruitment and Appointment of Trustees**

In accordance with the Articles of Association;

- The number of Trustees cannot be less than three and shall not be subject to any maximum;
- Members can appoint up to ten Trustees;
- Members may appoint Staff Trustees provided that the number of employees including the Chief Executive Officer does not exceed a third of the total number of trustees;
- A minimum of two Parent Trustees unless there are Local Governing Bodies which include two Parent Governors;
- Chief Executive Officer be appointed as a Trustee as agreed by the Board of Trustees;
- Trustees may appoint Co – Opted Trustees. They may not co-opt an employee as Trustee if thereby the number of employees would exceed one third of the total number of Trustees.

#### **Procedures adopted for induction and training of Trustees**

All Trustees are given a briefing by the CEO and Chair of the Trust Board. The Trust are members of the NGA (National Governance Association) to provide support, guidance and training to Trustees. Trustees can also attend training courses from other organisations including online providers. Bespoke training is scheduled based on their experience and areas of interest. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees.

Trustees have all taken account of the DfE Governance Handbook and the competency framework for guidance. The Trustees will undertake a self-evaluation of Trust governance, including an assessment of their skills and experience by a skills audit. The next review will be undertaken in 2024 - 2025.

### Organisational Structure

The Trust Board are responsible for setting the strategic direction for the Trust across the schools. Trustees approve a scheme of delegation which includes the levels of responsibility for the Trust Board, Executive Team, Senior Leadership Team and Local Advisory Boards. Trustees monitor the activities of each committee through the minutes of their meetings. The Trustees are responsible for setting policy, adopting an annual plan and budget, approving the statutory accounts, monitoring the Trust by the use of budgets and other data, and making major decisions about the direction of the Trust, capital expenditure and staff appointments.

Operational management is the responsibilities of the Chief Executive and staff. Each school has a senior leadership team in place for the day-to-day management of the schools within the Trust, this includes the monitoring and authorisation of spending within agreed budgets and the appointment of staff.

### Arrangements for setting pay and remunerations of key management personnel

The published DfE headship guidelines for calculating pay for Executives and School Leaders therefore all such salaries are within these guidelines. (These guidelines are noted in the Remuneration Policy). If there was a variation from this policy the Trust Board would adopt an approach that is transparent, proportionate and justifiable.

### Related Parties and other Connected Charities and Organisations

Related party transactions are disclosed in the Financial Statements. The Charity, Guru Nanak Nishkam Sewak Jatha (Birmingham) UK is the sponsor for the Trust.

### Engagement with employees (including disabled persons)

The Trust is an inclusive organisation. The Trust is aware of its obligations under the Equality Act 2010 and complies to its non-discrimination provisions. Where relevant other policies include reference to the importance of avoiding discrimination and other prohibited conduct. The Trust aims to eliminate discrimination and other conduct that is prohibited by the Equality Act 2010; advance equality of opportunity between people who share a protected characteristic and people who do not share it and to foster good relations across all characteristics. The Trust consults with staff where appropriate and any other major issues that affect them. A staff survey focusing on their wellbeing was conducted in 2024, which identified a large proportion of respondents felt well supported with their wellbeing and workload.

### Trade Union facility time

The trust does not recognise any trade unions.

## Objectives and Activities

Nishkam Schools Multi-Academy Trust (NSMAT) is a charity which governs the Sikh ethos multi-faith schools established under the Governments' Free School Programme. NSMAT is committed to providing quality education that will raise hopes, aspirations and attainment of young people. This will be realised through the implementation of the Nishkam Education Vision, which has emerged from over 35 years of voluntary education work with children locally (Birmingham), nationally (London and Leeds) and internationally (Kenya and India). NSMAT has established five schools since 2011, Nishkam Primary School (opening in 2011) was the first of such schools followed by Nishkam High School (opening in 2012), Nishkam School West London (opening in 2013), Nishkam Primary School Wolverhampton (joined NSMAT in 2014) and Akaal Primary School (joined NSMAT in 2023)

Guru Nanak Nishkam Sewak Jatha (Birmingham) UK - GNNSJ is the key proposer for NSMAT. GNNSJ has a long established and clearly focussed programme of community investment and regeneration in Handsworth, London and Leeds by devoting resources to promote civic, social and economic welfare with particular emphasis on education and community regeneration initiatives.

### The Nishkam School Vision

**“To empower our children with virtues enabling them to be good human beings to excel both academically and spiritually, to serve humanity selflessly for the common good with an abundance of love, compassion and forgiveness”.**

### Mission



At Nishkam Schools, our pupils explore the divine context of humanity and wonder of all creation. They not only learn about, but also learn from, the wisdom of religions and in so doing explore the infinite human potential to do good unconditionally. We support pupils to develop aspects of their own religious, spiritual or human identities. They learn about serenity through prayer and humility in service and in so doing, they deepen their own respective faith, and respect the common purpose of all religious traditions, as well as respecting the beliefs of those with no faith tradition. They explore the unique divinity of the individual, and our common humanity.

At Nishkam Schools, we believe that the fostering of human virtues forms the foundation of all goodness. Our curricula are carefully enriched to allow experiences where our pupils, teachers and parents alike learn to grow through a conscious focus on virtues. Our virtues-led education approach helps to provide guidance to enable pupils to understand their choices in order to help lead better lives. Our pupils become self-reflective and flourish; they are able to build strong, meaningful relationships and understand their responsibilities to the global family and all creation, founded in faith.

At Nishkam Schools, our pupils and staff alike aim to become the best human beings they can possibly be, in all aspects of spiritual, social and academic life. We foster a school culture which inspires optimism and hope, as well as determination and confidence, for all to achieve their best possible. This is accomplished through a rich and challenging curriculum, along with excellent teaching to nurture awe and wonder. Pupils gain a breadth and depth of knowledge and a love of learning to achieve their full potential.

### Our priorities

- Raising aspirations and achievements aiming for the top quintile of schools nationally through a virtues led ethos.
- Learning from faith as well as about faith
- Continue to embed teaching excellence across all schools

### Why we believe we stand apart from customary faith schools

We believe faith schools can play a key role not just in nurturing a single faith, but also nurturing and encouraging the faith of each and every pupil, as well as building inter-faith understanding. Worshiping collectively and within specific faith groups is a unique and innovative feature of our Schools. The philosophy of faith will resonate throughout the school week and curriculum, rather than being reduced exclusively to religious education lessons.

The Sikh Dharam is emphatic in respecting all faiths and not seeking converts, thereby maximising our contribution towards a cohesive society. The Sikh Dharam has a unique multi-faith ethos, and our Schools reflect this by positively nurturing children of all faiths and beliefs.

### Public Benefit

The Trustees have given consideration to the Charity Commissions' general guidance on public benefit and, in particular, to its supplementary public benefit guidance on advancing education.

The Trust provides education that:

- Is balanced and broadly based on a foundation of virtues;
- Promotes the spiritual, moral, social and cultural development of each child at the school and of society in a multi-faith multi-cultural environment;
- The mental and physical development is assumed to be covered by the broad and balanced curriculum;
- Prepares students at the school for the opportunities, responsibilities and experiences of later life and to give back to society to build cohesive communities;
- Raises aspirations, to sustain and increase their knowledge and understanding;
- Creates both employment and voluntary opportunities, helping to regenerate community cohesion and the local area.

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

## **Strategic Report: Achievements and Performance**

### Capital support

The up-front investments made by our proposing body, GNNSJ in acquiring premises and sites for future schools enabled the NSMAT to quickly gain substantial support from the Government in terms of capital and revenue funding for each school. In September 2011 GNNET support enabled NSMAT to open its first primary school at 3 – 11 Soho Road, Handsworth. Subsequently NSMAT opened further schools in Birmingham and North West London, Wolverhampton and Derby. Currently the schools provide full time education to a total of 3058 children, which will rise to over 3360 pupils when the schools are at full capacity.

Since the inception of Nishkam Schools Multi-Academy Trust, as well as providing the on-going revenue funding for the day to day running costs of each school, the Government through the Education and Skills Funding Agency (ESFA) have provided the following capital inputs towards building costs of each school: £1.4m for the Nishkam Primary School; £9m towards the Nishkam High School Birmingham; and £27m for the all-through school in West London. The ESFA has also provided £1.5m to the Nishkam Primary School Wolverhampton when it opened as the Anand School in 2013.

### Evidence of effectiveness

The schools measure and evaluate the impact on pupil's educational attainment, character development, improvement in behaviour and engagement, as well as the spiritual, moral, social and cultural development of children.

The evidence of teacher assessment, self-review and evaluation by pupils, and feedback from parents and partner organisations is complemented by external findings and evidence as summarised below.

- OfSTED inspections rate the three schools NSWL, NHSB, NPSB as 'Outstanding' in all areas. Inspectors highlighted 'Students achieve exceptionally well' and that 'Nearly all of the teaching is consistently good or outstanding'. Inspectors also noted that 'Students' spiritual, moral, social and cultural development is promoted outstandingly well.' 'Behaviour is exceptional.' NPSW was inspected in February 2020 and was awarded an overall rating of 'Good'. NPSW was rated 'Outstanding' in the area of leadership and management. The inspectors noted that 'pupils love to learn at this happy, caring school' and that 'The school's values and virtues are well known by the pupils and are seen in everything that the school does'. APS awaits their first OfSTED inspection since joining NSMAT.
- The independent Statutory Inspection of Faith Education (Section 48) in Nishkam Schools also found the three schools to be 'Outstanding' in all areas Sikh Ethos multi-faith Schools. Inspectors mentioned that 'teaching of Religious Studies and faith development leads to outstanding progress and personal development overall'. A series of S48 inspections are planned over the coming 3 year period across the Trust.
- Most pupils, many of whom are from disadvantaged backgrounds, are becoming more altruistic; lead social action projects, raise funds, and participate in out-of- school character building activities.

- The impact on character was confirmed by the Jubilee Centre’s School Virtues Measure assessment: ‘Students in the school consider themselves to be virtuous and this is supported by their dilemma responses that suggest that they broadly solve moral problems as one would expect of a person with good character.’
- We also measure the effectiveness of all staff as role models of character through 360 appraisals. There is regular reporting to parents on character, academic achievements and behaviour.

This year has seen the following milestones

In the academic year the focus was centred on reducing any gaps as a result of the loss of teaching time which may have had an impact on pupil progress.

Summary of headlines:

- Nishkam Primary School Birmingham (since 2011) – continued to improve its KS2 scores in 2024 consistently above National
- Nishkam High School (since 2012) – likely continues in the top 1.5% of schools for progress 8, and in the top 10% for attainment 8 in 2023
- Nishkam School West London; Primary phase – consistently demonstrates excellent scores significantly exceeding National benchmarks with exceptional scores 2024 through all statutory outcomes
- Nishkam School West London; Secondary phase – achieved strong GCSE scores for both progress 8 and attainment 8 in the top 1.5% of schools,
- Nishkam Primary School Wolverhampton (joined NSMAT in Sept 2014); was inspected in February 2020 and was graded ‘Good’ with an element of ‘Outstanding’ for Leadership and Management; and evidenced a significant progress in KS2 scores with their outcomes being above National in both KSI and KS2
- Akaal Primary School (joined NSMAT in December 2023) – continue to focus on teaching and learning and we embed the virtues based education model. Within a six month period the KS2 combined scores had increased from 12% (2023-2023) to 63% (2023-2024) which is above the National benchmark.
- Almost all schools are oversubscribed despite in a falling local and national birth rates, and in some surrounding schools, failing to fill school places. Applications to the school, places NHSB, the fourth hardest school to get a place in, and NSWL in the top 10 most difficult schools to get into.



**Nishkam Schools Multi Academy Trust**  
**Year Ended 31 August 2024**

Overall Primary Pupil Outcomes

Across our family of schools there has been generally very strong, improving outcomes placing the schools in the top quintile of schools nationally – please see table below.

Nishkam School Trust 2023-24 Pupil Outcome Summary: Primary Phase								Below national, at national, above national					
Cohort (no. of pupils)	Internal Data							External Data					
	EYFS	YEAR 1	KS1 EXS (GDS) (Optional SATs data- non-statutory)					KS2 EXS (GDS)					
*22/23 data	EYFS GLD	PHONICS	READING	WRITING	MATHS	COMBINED RWM	SCIENCE	READING	WRITING	MATHS	GPS	COMBINED RWM	SCIENCE
All*	67%	80%	68%(18%)	59%(8%)	70%(16%)	55% (6%)	79%	74% (28%)	72% (13%)	73% (22%)	72% (28%)	61% (8%)	81%
NPSB EYFS=60 KS1=60 KS2=59	70%	88%	73% (23%)	66% (13%)	80%	67% (13%)	83%	86% (27%)	85% (17%)	92% (53%)	97% (51%)	78% (14%)	86%
NPSW EYFS=58 KS1=60 KS2=59	69%	86%	79% (22%)	67% (15%)	77% (22%)	67% (13%)	85%	71% (34%)	87% (15%)	86% (36%)	88% (51%)	69% (14%)	83%
NSWL EYFS=108 KS1= 108 KS2= 54	80%	93%	88% (27%)	81% (20%)	88%	80% (18%)	90%	94% (57%)	96% (52%)	96% (67%)	93% (76%)	94% (35%)	96%
Akaal EYFS= 26 KS1= 28 KS2= 39	46%	62%	40 (3%)	31% (3%)	55% (7%)	28% (3%)	55%	63 (25%)	67% (8%)	70% (15%)	65% (40%)	63% (5%)	65%
								Progress No progress measures 23/24					

Secondary pupil outcomes KS4 (NHSB and NSWL(S))

- Progress scores are estimated to place NSMAT in the top 5% of the schools in the UK; strong outcomes for most pupil categories
- NHSB GCSE (All Pupils)- Progress 8 +0.975 and Attainment 8 5.27. Both measures were significantly above both local and National averages, .
- NHSB GCSE (Pupil Premium)- Progress 8 +0.75 and Attainment 8 4.76. Again, both measures were above both local and National averages.
- NSWL(S) GCSE (All Pupils)- Progress 8 +0.90 and Attainment 8 6.10. Both measures were significantly above both local and National averages, .
- NSWL(S) GCSE (Pupil Premium)- Progress 8 + 0.82 and Attainment 8 5.39. Again, both measures were above both local and National averages.

**GCSE Outcomes 2023- 2024**

	National Data	NHSB	NSWL
<b>A8</b>	4.34	5.27	6.10
<b>P8</b>	0	+0.75	+0.90
<b>4+ Eng and Maths</b>	65.7%	76.7%	89%
<b>5 + Eng and Maths</b>	45.7%	65%	78%
<b>A8 Maths</b>	4.58	5.15	6.01
<b>A8 Eng</b>	4.94	5.57	6.33
<b>PP</b>	NA	4.76/+0.27	5.39/+0.82
<b>SEN</b>	NA	3.43/+0.89	4.1/+0.31
<b>National finish for the school out of 6,500 secondaries</b>	NA	Top 3% of Schools nationally	Top 1% of Schools nationally

Secondary pupil outcomes KS5 (NHSB)

**A Level Outcomes 2023-2024**

	<b>National Data</b>	<b>NHSB</b>
<b>A Level Average Points</b>	36.94	37.55
<b>A Level Average Grade</b>	B-	B-
<b>Applied Average Points</b>	27.87	29.02
<b>Applied Average</b>	Merit	Merit +

A Levels – The Average Point Score (APS) of 35.39. It equates to a Grade B-.

School Backgrounds

**Nishkam Primary School Birmingham (Current OfSTED Rating – Outstanding)**

Nishkam Primary School opened in September 2011, was approved in wave 1 of Free Schools initiative, as one of the first of only 24 free schools starting with Reception, and Years 1 and 2. In each of the subsequent years 60 new pupils have been admitted to the Reception year and in August 2016 the school consisted of Reception, Years 1, 2, 3, 4, 5 and 6 classes. The School continues to be oversubscribed and there are waiting lists in all year groups. The innovative and imaginative development of the infrastructure for Nishkam Primary School at 3, 5 and 7 Soho Road (completed September 2011) and 9 and 11 Soho Road (completed September 2012) was delivered as a *Kar Sewa* ('labour of love') project. Through a unique partnership between the Department of Education, GNNSJ (main proposer), Nishkam Schools Multi-Academy Trust, Harkirit Construction (a private civil engineering contractor) and over 100 *sewadaars* (volunteers) the project was delivered on time to a superior specification, complementing antiquity with modernity.

**Nishkam High School including Sixth Form (Current OfSTED Rating - Outstanding)**

The 4 form entry school for 700 pupils opened in Sept 2012. After just 59 days from first gaining access to the proposed school site, phase 1 of the construction project to convert an industrial hall into a bespoke, 10 classroom temporary school building was completed. Through a unique combination of contractor and community *Kar Sewa* the work was completed on time and within budget. Approximately 50,000 voluntary hours went into the construction works.

On 10 September 2012 the first cohort of 125 students were admitted into Year 7 and Year 12.. The School has been oversubscribed with waiting lists since opening.

The permanent school building was constructed on the same site adjacent to phase 1 buildings, by working closely with the DfE and BAM Construction was appointed as the construction partner. Main construction works commenced in April 2013 with phase 2 completion in April 2014 and phase 2A in July 2014. After just 18 months of first opening students moved from the temporary building to the new school in April 2014.

The major capital funding by the DfE (£7m) was complemented by a contribution by the proposer GNNSJ (£1.2m) and volunteer labour input of 50,000 hours has enabled the construction of an iconic building in a deprived area of Birmingham. The building has been nominated for excellence in construction awards. The finished school includes the following features and facilities:

- 3 storey building
- Hi-tech classrooms and lab spaces
- Large open atrium and spiritual space
- Landscaped exterior grounds with indoor and outdoor sports facilities.

### **Nishkam School West London (Current OfSTED Rating – Outstanding)**

DfE approved the Nishkam School West London as a four-form entry All-Through School for (4-19 years) in July 2012. Because of the long lead times for building a purpose-built school, the School opened in September 2013 as a primary school with a Reception Year of 50 pupils and 44 pupils in Year 1 in a temporary location. Subsequently NSMAT, DfE and the London Borough of Hounslow (LBoH) worked collaboratively to secure a suitable permanent site for the whole School. The temporary site in London Road, Hounslow was imaginatively converted in 60 days utilising a unique partnership between an ESFA contractor and community *Kar Sewa* volunteers.

During 2014 the three partners identified a 12-acre site. It was purchased by the ESFA, who also funded the project development and full designs for the new school buildings. The plans for the new home for the NSWL brought into public use a derelict site in Wood Lane, Osterley to provide the following benefits:

- A new, purpose-built school for 1,400 students.
- Meet the education aspirations of the local community.
- Assist in providing new school places in an area which has the 7<sup>th</sup> highest London borough for pupil growth.
- New sports facilities with a sports hall, a grass pitch and a multi-use games area.
- Transport plans to encourage sustainable travel journeys.

During 2015-16 far-reaching public consultations and partnership took place, working with the LBoH and the ESFA to support the planning application for the new site. The new building commenced in earnest and was completed by July 2018. In 2023-24, the school remains oversubscribed.

### **Nishkam Primary School, Wolverhampton (Ofsted Good 2020)**

The School was originally approved by the DfE as two-form entry primary school in April 2013 and opened in September 2014 as the Anand Primary School. DfE provided £1.5m to refurbish a disused Victorian school buildings and to build new classrooms for Reception and Year 1 groups. Wolverhampton City Council provided the school site at a pepper-corn' rent. After opening Anand Primary School struggled to recruit sufficient pupils. In September 2013 there were about 20 pupils in one Reception class instead of the planned 60 pupils. The Headteacher resigned in Easter 2014.

In April 2014 the Trustees of the Anand Primary School together with the DfE approached and agreed for NSMAT to manage the School from September 2014. During the transition period NSMAT oversaw the completion of the building contracts, as well as recruiting a new Headteacher, new teaching staff and increasing the pupil numbers. The NSMAT were able to strengthen the Local Advisory Board, extend engagement with the local community, and provide business management and strategic support. Excellent working relationships were established with the DfE, Local Authority and local stakeholders.

In September 2014 pupil recruitment had improved, a strong staff team was formed and teaching was moved to the new building. Both the new Reception cohort and the Year 1 were full. The new school building was formally open by the Rt Hon William Hague MP, First Secretary of State and Leader of the House of Commons, in February 2015.

The school has a diverse intake with at least 6 different religions and 14 nationalities; the school is representative of the local area in modern Britain.

### **Akaal Primary School, Derby**

The school was originally approved by the DfE to open as a Sikh ethos free school in 2013. Whilst the new school was being built a temporary site was used to teach the first cohort of 30 pupils. APS were graded double RI in March 2022 with KS2 outcomes in the lowest quintile nationally and with challenges specific to pupil recruitment. APS then approached NSMAT with the support of DfE to express their interest in joining the MAT.

NSMAT Leadership were seconded to support the school whilst the transfer process was in progress. This has helped embed the virtues led teaching and learning model. In June 2023 significant work within the school had led to a successful Ofsted monitoring visit.

Whilst this is a 3-year journey to success, good progress has been made with quality of school leadership, quality of education and integration into Nishkam curriculum, staffing, pupil recruitment, stakeholder engagement and school financial processes. The journey of course remains a long one, however good building blocks are being put in place.



#### GNNSJ (Proposer) Contribution

NSMAT are indebted to our proposer, and governing faith body, Guru Nanak Nishkam Sewak Jatha, GNNSJ (Birmingham) UK, for its significant contribution in both capital, voluntary commitment, and vision. The monetary contribution is as follows:

- Acquisition of freehold properties amounting to £9.2m (NPSB and NHSB)
- Refurbishment costs to date of a further £0.8 million. (NPSB, NHSB, NSWL)
- In addition to the above financial contributions a further £1million was put forward by the proposer organisation towards the High School. The proposer has also encouraged and enabled many selfless volunteers to contribute their time towards the management and supervision of the project. Many contributed as bricklayers, carpenters, semi-skilled personnel and labourers. Such direct volunteering input equates to over 100,000 hours of pro-bono effort to August 2013 which at an hourly rate of £10 this equates to £1m of Nishkam (selfless) service.

The Trust Board would like to extend their sincere gratitude to GNNSJ and the community for their continued support, guidance and inspiration as the Trust expands its educational reach.

#### Projects and Initiatives to promote Virtues Education

GNNSJ, is also involved in the following projects which will complement the Nishkam Schools and promote virtues in society.

- Museum of World Religions;** The Museum is intended to be a shared space for dialogue and understanding between people from different faith communities as well as for people of no religious or faith affiliations. It will serve as an educational resource for learners of all ages, and provide an opportunity for individuals to explore the part that religion plays in contemporary life. GNNSJ is the lead partner organisation to bring this significant landmark project to fruition
- Peace Charter for Forgiveness and Reconciliation;** The Charter was adopted as a point of action by Religions of Peace international, one of the largest global inter-faith organisations. The Charter will draw attention to the activity of 'forgiveness' which has its roots in the quality of compassion, which is the foundation for all Dharam, Religions or Faiths. It will serve as inspiration for healing and reconciliation in a fractured world. Forgiveness and reconciliation are part of our journey to peace, together with learning from our shared history and seeking restorative justice. The process of forgiveness and reconciliation can only be engaged in freely and voluntarily by individuals and communities. GNNSJ is again the lead partner organisation.
- Engagement with Jubilee Centre for Character and Virtues;** (School of Education, University of Birmingham). The Jubilee Centre for Character and Virtues is a pioneering interdisciplinary research centre focussing on character, virtues and values in the interest of human flourishing. It promotes a moral concept of character in order to explore the importance of virtue for public and professional life. The Centre is a

leading informant on policy and practice in this area and through its extensive range of projects contributes to a renewal of character and virtues in both individuals and societies.

d. GNNSJ of support in education at a university level, in particular University of Birmingham

Project;	Funding
Lectureship in Sikh Studies, Dr Jhutti-Johal, (Jan 02 – Mar 11)	380,453.00
Religions, Civil Society & The UN Dr Martin Stringer, Dr Josef Boehle,(Oct 11 Dec 14)	147,500.00
Religion and Peacebuilding & A Charter for Forgiveness Dr Josef Boehle, (Oct 2011-Dec 2014)	76,000.00
<b>Total GNNSJ Funding</b>	<b>603,953.00</b>

e. **GNNSJ Wider Participation**

- **June, 2005** - Participation in the 'Tripartite' Forum on Interfaith Dialogue and Cooperation for Peace at the invitation of the Temple of Understanding. (United Nations Headquarters, New York).
- **October 2005** – Participation in the service of thanksgiving to celebrate the 60<sup>th</sup> Anniversary of the United Nations. (St Paul's Cathedral, London, UK).
- **September 2006**. Speaker at the 59<sup>th</sup> Annual DPi / NGO Conference. Papers presented: 'Promoting respect for cultural diversity in conflict resolution' and 'Best Practice Summary' (United Nations Headquarters, New York).
- **January 2008** - Contribution to interfaith book commissioned by UNESCO. Chapter entitled; 'The Spiritual Development of the Individual: A Prerequisite for Delivering the Millennium Development Goals from a Sikh Perspective.'
- **September 2008**. - Participant in 61<sup>st</sup> Annual DPi / NGO Conference at the (UNESCO Headquarters, Paris, France).
- **September 2008** - Recipient of the prestigious Hollister award from Temple of Understanding for tireless intra and interfaith work, and dedication to advancing interfaith issues at the United Nations, and honored as one of fifty interfaith visionaries in 2010. Supporter of UN World Interfaith Harmony Week since 2011.
- **February 2012** - Speaker at special event to mark UN World Interfaith Harmony Week on 'Common Ground for the Common Good.' (United Nations Headquarters, New York.)

Going Concern

After making appropriate enquiries and budgetary planning, the Trust Board has a reasonable expectation that NSMAT 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.

## Financial Review

The Free School's income during the year ended 31 August 2024 was almost entirely obtained from the Education and Skills Funding Agency, the Department for Education and GNNSJ in the form of revenue, capital and other grants, totalling £18,952,686 (2023: £16,222,981), of which £15,258,087 (2023: £14,137,489) was received from the ESFA through the General Annual Grant (GAG). Other income totalled £2,121,951 excluding assets transferred into the trust (2023: £1,772,256) and was generated from income streams such as additional grant income, catering income, donations and capital income.

In the year ended 31st August 2024, there was total expenditure of £22,214,099 (2023: £19,159,118). Staff costs amounted for the majority of fund expended which totalled £15,291,722 (2023: £12,397,014).

The Trust supports staff (all non-teaching staff) are entitled to membership of their respective Local Government Pension Scheme. For the support staff of NHSB, NPSB and NPSW this is the West Midlands Pension Fund, which is administered by West Midlands Council. For the support staff of NSWL, this is the London Borough of Hounslow Pension Fund, which is administered by London Borough Council. For the support staff of APS this is the Derbyshire Pension Fund. The appointed actuary of each scheme has assessed under FRS102 the Trust's share of the total asset in these scheme as follows:

West Midlands Pension Fund £697,000  
London Borough Hounslow Pension Fund £82,000  
Derbyshire Pension Fund £160,000

The pension valuation as at 31 August 2024 showed a surplus of £815,000. Having considered guidance available and acknowledging that the trust would not be entitled to a refund of this amount, the surplus has not been recognised. Therefore the closing valuation has been recognised as nil.

## Reserves Policy

As shown in the Statement of Financial Activities, the combined Restricted General Fund and Unrestricted Fund show a net surplus of £206,328 (2023: £79,002 deficit). This is before the actuarial gains or loss on defined benefit pension. The combined Restricted General Fund and Unrestricted Fund show a carried forward balance of £2,732,672 (2023: £2,665,344).

The Board of Trustees review the resources of the Trust and recognise the need to have sufficient reserves to protect against reductions in funding. The reserves are held in line with ESFA guidelines. The policy aims to carry forward sufficient funds to meet the Trust's long term aims and objectives. The amount allocated to reserves is to accommodate and manage the tagged pupil funding due to a growth in pupil numbers, capital building developments and uncertainty around Government funding in the future.

## Investment Policy

The Trustees' investment powers are governed by the Articles of Association, which permits the Trust's funds, not immediately required, to be invested in furtherance of its objects. During the year under review, the Trust engaged in the investment of surplus funds in high-interest-bearing accounts for a fixed period.

## Principal Risks and Uncertainties

The principal risks and uncertainties that the Trustees will monitor in 2023/2024 include;

- Government funding
- Budget
- Staffing
- Pupil applications
- Pupil progress

Streamlined energy and carbon reporting

<b>UK Greenhouse gas emissions and energy use data for the period</b>	<b>01-Sep-23 to 31-Aug-24</b>
Energy consumptions used to calculate emissions (kWh)	2,639,822
<u>Scope 1 emissions in metric tonnes CO2e</u> Gas consumption Owned transport – mini-buses Total Scope 1	410.65 81 491.65
<u>Scope 2 emissions in metric tonnes CO2e</u> Purchased electricity	218.15
<u>Scope 3 emissions in metric tonnes CO2e</u> Business travel in employee-owned vehicles	3.96
Total gross emissions in metric tonnes CO2e	713.76
<u>Intensity ratio</u> Tonnes CO2e per pupil	0.3

Quantification and reporting methodology

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2023 UK Governments Conversion Factors for Company Reporting

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per pupil, the recommended ratios for the sector.

Measures taken to improve energy efficiency

We have increased video conferencing technology for staff meetings, to reduce the need for travel between sites.

**Fundraising**

The Trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees

### Plans for future periods

The popularity of Nishkam schools continue to grow with the increased demand for places in the schools and leaving them oversubscribed. Growth is expected to continue as the Trust focus on following the DfE guidance set out in the white paper 'The case for a fully trust led system' – stating that Trusts should consider a size of a minimum of 10 schools or 7000 pupils e.g. by 2030. Primley Wood Primary School on the Trust on 1<sup>st</sup> December 2023. Nishkam leadership is in place at PWPS to transform the school's education provision.

The faith inspired and virtues led curriculum is a key focus on the Trust strategic plan and deepens the excellence and stretch within the curriculum across a number of subjects – by focussing on key common assessments across the Trust to identify gaps and rapid intervention. In addition as a part of the capacity building programme and building on strengthening senior leadership across the Trust last year, further strengthening of middle leaders is in place, to lead with impact and create capacity throughout the organisation – and in particular to aim for further outstanding inspections.

The intended outcome of the above plans is aimed to lead to strong systems in place to build on already excellent outcomes.

### Auditors

In so far as the Trustees are aware;

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

The auditors, Thorne Widgey, will be proposed for re-appointment at the forthcoming Annual General Meeting.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on Tuesday 17<sup>th</sup> December 2024 and signed on the board's behalf by:



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Sarah Evans  
Chair of Trustees



## **Governance Statement for the Year Ended 31 August 2024**

### **Scope of Responsibility**

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

As Trustees we have reviewed and taken into account the guidance from the DfE's Governance Handbook and competency framework for governance.

The Trust Board has delegated the day-to-day responsibility to the Chief Executive 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 Nishkam Schools Multi-Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Trust Board any material weaknesses or breakdowns in internal control.

### **Governance**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' responsibilities. The board of Trustees has formally met five times during the year. Attendance during the year at the meetings are noted below;

<b>Trustees Meeting Attendance 2023-2024</b>	<b>Meetings Attended</b>	<b>Out of Possible</b>
Davinder Singh Ahluwalia	5	5
Amrik Singh Bhabra	3	5
Ranjit Singh Dhanda	3	5
Sarah Evans, Chair of Trustees	5	5
Dr Brinder Singh Mahon, Chief Executive and Accounting Officer	5	5
Ishwinder Kaur Mahon	5	5
Bhupinder Singh Minhas	5	5
Soumya Suresh	2	5

### **Conflicts of interest**

Trustees, Governors and Senior employees complete a register of business interests form annually and are requested to update them should the circumstances change. At the beginning of each formal meeting Trustees, Governors and Senior employees are requested to declare any conflicts of interest at the beginning of each meeting and are requested to update their register of business interest forms if appropriate. The website is then updated if any changes are reported.

### **Meetings**

Trustees are of the opinion that they have been able to maintain sufficient oversight of the Trust's finances through the Finance and Resources Committee which also oversees audit. This committee is also scheduled to meet four times in the following academic year. Therefore, the Trust Board and subcommittee will meet eight times during the academic year.

The finance and resources committee is a sub-committee of the main board of trustees. Its purpose is to;

- Recommend the annual accounts and budget plans to the Board of Trustees.
- Monitor the use of financial resources through the management accounts
- Monitor any capital projects
- Review pupil numbers that underpin revenue projections
- Oversight of the financial risks noted in the risk register
- Support the development of the internal audit plan based for both financial and non financial areas with key focus areas identified based on the risk register
- Review the outcomes and management points from both the internal audit and external audit

<b>Finance and Resources Meeting Attendance 2023 -2024</b>	<b>Meetings Attended</b>	<b>Out of Possible</b>
Davinder Singh Ahluwalia	4	4
Bhupinder Singh Minhas	4	4
Amrik Singh Bhabra	3	4
Ranjit Singh Dhanda	3	4

### **Review of Value for Money**

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

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

- The negotiation central contracts and purchasing arrangements, as well as standardisation and consolidation of contracts and operations. To achieve value for money and discounts on services and products.
- Throughout the year NSMAT has continued to focus on centralising contracts and discounts with various suppliers across a range of goods and services, including memberships and subscriptions.
- NSMAT continually review operations in order to maximise efficiencies where possible.

### **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 NSMAT 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 at Nishkam Schools Multi-Academy Trust for the period 1<sup>st</sup> September 2023 to 31<sup>st</sup> August 2024 and up to the date of approval of the annual report and financial statements.

### **Capacity to Handle Risk**

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

### **The Risk and Control Framework**

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- Regular reviews by the Finance and Resources Committee of major purchase plans, capital works and expenditure programmes
- Setting targets to measure financial and other performance
- Clearly defined purchasing (asset purchase or capital investment) guidelines
- Identification and management of risks.

The Board of Trustees commissioned an internal auditor, SAAF Education, to complete a review of ESFA Income, Payroll (Financial) and governance and compliance (non-financial)

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

- Review of the last internal audit report
- Efficiency, funding, and budgets
- Fraud, theft, and bribery
- Fixed assets
- Management information and reports
- Governance structures
- Business Continuity Plans/Disaster Recovery
- Review of website and statutory policies

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

### **Review of Effectiveness**

The accounting officer, the CEO has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by the;

- Work of the internal auditor
- Work of the external auditor;
- Financial management and governance self-assessment process and the school resource management self-assessment tool;
- Work of the finance team within the trust who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of the review of the system of internal control by the Finance and Resources Committee and a plan to ensure continuous improvement of the system is in place.

### **Conclusion**

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

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



Sarah Evans  
Chair of Trustees

Date: 17<sup>th</sup> December 2024



Dr Brinder Singh Mahon  
Chief Executive and Accounting Officer

Date: 17<sup>th</sup> December 2024

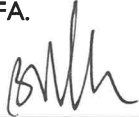


**Statement on Regularity, Propriety and Compliance**

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

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

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



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Dr Brinder Singh Mahon  
Chief Executive and Accounting Officer

Date: 17<sup>th</sup> December 2024

### **Statement of Trustees' Responsibilities**

The trustees (who act as governors of Nishkam Schools Multi Academy Trust and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with the Academies Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

In so far as the trustees are aware:

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

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

Approved by order of the board of trustees on 17<sup>th</sup> December 2024 and signed on its behalf by:



Sarah Evans  
Chair of Trustees

**Report of the Independent Auditors to the Members of Nishkam Schools Multi Academy Trust**

**Opinion**

We have audited the financial statements of Nishkam Schools Multi Academy Trust (the 'charitable company') for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency (ESFA).

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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

**Other information**

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

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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

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

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

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

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

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

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

### **Responsibilities of trustees**

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

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

### **Our responsibilities for the audit of the financial statements**

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

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

We obtained an understanding of the legal and regulatory framework applicable to both the Academy itself and the sector in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the trustees and other management. The most significant were identified as the Department for Education, the Education and Schools Funding Agency, the Academies Trust Handbook 2023, the Academies Accounts Direction 2023 to 2024, Companies Act legislation and Charities Act and FRS102 SORP legislation.

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

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

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

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

**Use of our report**

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



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

Date: 19/12/24.....

**Note:**

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

**Independent Reporting Accountant's Assurance Report on Regularity to**  
**Nishkam Schools Multi Academy Trust and the Education and Skills Funding Agency**

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

This report is made solely to Nishkam Schools Multi Academy Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Nishkam Schools Multi Academy Trust and the 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 Nishkam Schools Multi Academy Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Nishkam Schools Multi Academy Trust's accounting officer and the reporting accountant**

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

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

**Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2023 to 2024 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw our conclusions includes:

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

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

**Conclusion**

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

*Thorne Widgery Accountancy Ltd*

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

Date: 19/12/24.....

**Statement of Financial Activities**

				31.8.24	31.8.23	
		Unrestricted fund	Restricted General Funds	Restricted Fixed Asset Funds	Total funds	Total funds as restated
	Notes	£	£	£	£	£
<b>INCOME AND ENDOWMENTS FROM</b>						
Donations and capital grants	2	-	17,164	98,870	116,034	235,462
Transfer into academy trust		-	-	4,064,534	4,064,534	-
<b>Charitable activities</b>						
Funding for the academy's educational operations	3	661,595	19,694,044	-	20,355,639	17,393,641
Other trading activities	4	422,094	-	-	422,094	365,649
Investment income	5	180,870	-	-	180,870	485
<b>Total</b>		<u>1,264,559</u>	<u>19,711,208</u>	<u>4,163,404</u>	<u>25,139,171</u>	<u>17,995,237</u>
<b>EXPENDITURE ON Charitable activities</b>						
Academy's educational operations	7	1,264,559	19,345,794	1,444,660	22,055,013	19,159,118
Transfer into academy trust		-	159,086	-	159,086	-
<b>Total</b>		<u>1,264,559</u>	<u>19,504,880</u>	<u>1,444,660</u>	<u>22,214,099</u>	<u>19,159,118</u>
<b>NET INCOME/(EXPENDITURE)</b>		-	206,328	2,718,744	2,925,072	(1,163,881)
<b>Other recognised gains/(losses)</b>						
Actuarial gains/(losses) on defined benefit schemes		-	(139,000)	-	(139,000)	733,000
<b>Net movement in funds</b>		-	67,328	2,718,744	2,786,072	(430,881)
<b>RECONCILIATION OF FUNDS</b>						
<b>Total funds brought forward</b>						
As previously reported		-	4,304,002	32,698,841	37,002,843	36,964,724
Prior year adjustment	13	-	(1,638,658)	1,169,658	(469,000)	-
<b>As restated</b>		-	2,665,344	33,868,499	36,533,843	36,964,724
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>-</u>	<u>2,732,672</u>	<u>36,587,243</u>	<u>39,319,915</u>	<u>36,533,843</u>

The notes form part of these financial statements

**Balance Sheet**

	Notes	31.8.24 £	31.8.23 as restated £
<b>FIXED ASSETS</b>			
Tangible assets	15	36,587,241	33,868,499
<b>CURRENT ASSETS</b>			
Debtors	16	739,502	518,755
Cash at bank and in hand		<u>3,518,647</u>	<u>3,443,076</u>
		4,258,149	3,961,831
<b>CREDITORS</b>			
Amounts falling due within one year	17	(1,525,475)	(1,296,487)
<b>NET CURRENT ASSETS</b>		<u>2,732,674</u>	<u>2,665,344</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>39,319,915</u>	<u>36,533,843</u>
<b>NET ASSETS</b>		<u>39,319,915</u>	<u>36,533,843</u>
<b>FUNDS</b>	20		
Restricted funds:			
Restricted Fixed Asset Funds		36,587,243	33,868,499
General Annual Grant		<u>2,732,672</u>	<u>2,665,344</u>
		<u>39,319,915</u>	<u>36,533,843</u>
<b>TOTAL FUNDS</b>		<u>39,319,915</u>	<u>36,533,843</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 17<sup>th</sup> December 2024 and were signed on its behalf by:



Sarah Evans  
Chair of Trustees

**Cash Flow Statement**

	Notes	31.8.24 £	31.8.23 as restated £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>3,854,728</u>	<u>(294,749)</u>
Net cash provided by/(used in) operating activities		<u>3,854,728</u>	<u>(294,749)</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(4,064,536)	(848,653)
Capital grants from DfE/EFA		98,870	220,065
Sale of tangible fixed assets		5,639	-
Interest received		<u>180,870</u>	<u>485</u>
Net cash used in investing activities		<u>(3,779,157)</u>	<u>(628,103)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		75,571	(922,852)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>3,443,076</u>	<u>4,365,928</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>3,518,647</u></u>	<u><u>3,443,076</u></u>

The notes form part of these financial statements

Notes to the Cash Flow Statement

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES	31.8.24	31.8.23 as restated
	£	£
<b>Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)</b>	2,925,072	(1,163,881)
<b>Adjustments for:</b>		
Depreciation charges	1,345,794	1,304,943
Capital grants from DfE/ESFA	(98,870)	(220,065)
Profit on disposal of fixed assets	(5,639)	-
Interest received	(180,870)	(485)
(Increase)/decrease in debtors	(220,747)	115,771
Increase/(decrease) in creditors	228,988	(465,032)
Difference between pension charge and cash contributions	<u>(139,000)</u>	<u>134,000</u>
<b>Net cash provided by/(used in) operations</b>	<u><u>3,854,728</u></u>	<u><u>(294,749)</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.23	Cash flow	At 31.8.24
	£	£	£
<b>Net cash</b>			
Cash at bank and in hand	<u>3,443,076</u>	<u>75,571</u>	<u>3,518,647</u>
	<u>3,443,076</u>	<u>75,571</u>	<u>3,518,647</u>
<b>Total</b>	<u><u>3,443,076</u></u>	<u><u>75,571</u></u>	<u><u>3,518,647</u></u>

## **Notes to the Financial Statements**

### **I. ACCOUNTING POLICIES**

#### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Academies Accounts Direction 2023 to 2024 issued by the ESFA, the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Nishkam Schools Multi Academy Trust meets the definition of a public benefit entity under FRS 102.

#### **Going concern**

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

#### **Critical accounting judgements and key sources of estimation uncertainty**

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 the notes to the accounts, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at the year end. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### **Income**

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

#### **Grants**

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

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

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

## Notes to the Financial Statements

### I. ACCOUNTING POLICIES - continued

#### **Sponsorship income**

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

#### **Donations**

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

#### **Agency arrangements**

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the academy trust does not have control over the charitable application of the funds. The academy trust can use up to x% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid, and any balances held are disclosed in note XX.

#### **Other income**

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

#### **Donated goods, facilities and services**

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

#### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

#### **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

#### **Tangible fixed assets**

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

## **Notes to the Financial Statements**

### **I. ACCOUNTING POLICIES - continued**

#### **Tangible fixed assets**

Long Leasehold Property	-	2% and 2.5% Straight line
Improvements	-	2%, 2.5% and 4% Straight line
Fixtures and Fittings	-	25% Straight line and reducing balance
Computer Equipment	-	25% Straight line
Motor Vehicles	-	10% Straight line

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

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

#### **Stocks**

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

#### **Liabilities**

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

#### **Provisions**

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

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

#### **Leased Assets**

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

#### **Financial instruments**

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

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

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

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

#### **Taxation**

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

## **Notes to the Financial Statements**

### **I. ACCOUNTING POLICIES - continued**

#### **Taxation**

Accordingly, the Academy 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.

#### **Fund accounting**

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

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

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

#### **Pension costs and other post-retirement 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.

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 quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

#### **Transfer of existing academies into the academy trust**

Where assets and liabilities are received on the transfer of an existing academy into the academy trust, the transferred net assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. An equal amount of income is recognised for the transfer of an existing academy into the academy trust within donations and capital grant income to the net assets acquired.

**Notes to the Financial Statements**

**2. DONATIONS AND CAPITAL GRANTS**

	31.8.24	31.8.23 as restated		
	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Donations	-	17,164	17,164	15,397
Grants	<u>-</u>	<u>98,870</u>	<u>98,870</u>	<u>220,065</u>
	<u>-</u>	<u>116,034</u>	<u>116,034</u>	<u>235,462</u>

The comparatives include restricted fixed asset funds of £220,065, restricted funds of £nil, and unrestricted funds of £15,397, giving a total of £235,462.

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

	31.8.24	31.8.23 as restated
	£	£
DfE Capital Grants	<u>98,870</u>	<u>220,065</u>

**3. FUNDING FOR THE ACADEMY'S EDUCATIONAL OPERATIONS**

	31.8.24	31.8.23 as restated		
	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
<b>DfE/ESFA grants</b>				
General Annual Grant(GAG)	-	15,258,087	15,258,087	14,137,489
<b>Other DfE/EFSA grants</b>				
Pupil Premium	-	710,862	710,862	716,293
16 - 19 Bursary	-	1,093,242	1,093,242	52,888
Universal Infant Free School Meals	-	265,769	265,769	79,654
Teacher's Pay	-	262,760	262,760	-
Teacher's Pension	-	188,601	188,601	23,927
Leases	-	277,060	277,060	233,434
Mainstream Additional Schools Grant	-	563,327	563,327	198,339
Supplimentary Grant	-	-	-	370,588
Others	<u>-</u>	<u>332,978</u>	<u>332,978</u>	<u>410,369</u>
	<u>-</u>	<u>18,952,686</u>	<u>18,952,686</u>	<u>16,222,981</u>
<b>Other Government grants</b>				
Local Authority Grants	-	634,471	634,471	576,312
Other Government Grants	<u>-</u>	<u>106,887</u>	<u>106,887</u>	<u>-</u>
	<u>-</u>	<u>741,358</u>	<u>741,358</u>	<u>576,312</u>
<b>Other income from the academy's educational operations</b>	<u>661,595</u>	<u>-</u>	<u>661,595</u>	<u>594,348</u>
	<u>661,595</u>	<u>19,694,044</u>	<u>20,355,639</u>	<u>17,393,641</u>

The comparatives include restricted fixed asset funds of £nil, restricted funds of £16,799,293, and unrestricted funds of £594,348, giving a total of £17,393,641.

**Notes to the Financial Statements**

**4. OTHER TRADING ACTIVITIES**

	Unrestricted funds £	Restricted funds £	Total funds £	31.8.23 as restated Total funds £
Catering income	-	-	-	1,059
Lettings	115,648	-	115,648	120,827
Risk protection arrangement claims	1,955	-	1,955	-
Supply teacher insurance claims	-	-	-	3,720
Income from facilities and services	257,202	-	257,202	205,487
Sales of goods and services	10,040	-	10,040	15,058
Other	<u>37,249</u>	-	<u>37,249</u>	<u>19,498</u>
	<u>422,094</u>	<u>-</u>	<u>422,094</u>	<u>365,649</u>

All the comparative amounts related to unrestricted funds.

**5. INVESTMENT INCOME**

	Unrestricted funds £	Restricted funds £	Total funds £	31.8.23 as restated Total funds £
Deposit account interest	<u>180,870</u>	<u>-</u>	<u>180,870</u>	<u>485</u>

All the comparative amounts related to unrestricted funds.

**6. EXPENDITURE**

	Staff costs £	Non-pay expenditure		Total £	31.8.23 as restated Total £
		Premises £	Other costs £		
<b>Charitable activities</b>					
<b>Academy's educational operations</b>					
Direct costs	12,913,163	717,338	2,148,034	15,778,535	13,799,935
Allocated support costs	<u>2,378,559</u>	<u>1,638,973</u>	<u>2,258,946</u>	<u>6,276,478</u>	<u>5,359,183</u>
	15,291,722	2,356,311	4,406,980	22,055,013	19,159,118
Transfer into academy trust	<u>-</u>	<u>-</u>	<u>159,086</u>	<u>159,086</u>	<u>-</u>
	<u>15,291,722</u>	<u>2,356,311</u>	<u>4,566,066</u>	<u>22,214,099</u>	<u>19,159,118</u>

**Notes to the Financial Statements**

**6. EXPENDITURE - continued**

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

	31.8.24	31.8.23 as restated
	£	£
Auditors' remuneration	23,033	21,996
Auditors' remuneration for non audit work	29,245	3,810
Depreciation - owned assets	1,345,794	1,304,943
Hire of plant and machinery	277,000	250,939
Other operating leases	84,841	50,183
Surplus on disposal of fixed assets	<u>(5,639)</u>	<u>-</u>

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

	31.8.24			31.8.23 as restated
	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Direct costs	1,264,559	14,513,976	15,778,535	13,799,935
Support costs	<u>-</u>	<u>6,276,478</u>	<u>6,276,478</u>	<u>5,359,183</u>
	<u>1,264,559</u>	<u>20,790,454</u>	<u>22,055,013</u>	<u>19,159,118</u>

	31.8.24	31.8.23 as restated
	Total £	Total £
<b>Analysis of support costs</b>		
Support staff costs	2,378,559	1,852,938
Technology costs	412,995	295,220
Premises costs	1,638,973	1,846,621
Legal costs - other	474,424	337,197
Other support costs	1,319,249	1,001,401
Governance costs	<u>52,278</u>	<u>25,806</u>
Total support costs	<u>6,276,478</u>	<u>5,359,183</u>

The comparatives include restricted fixed asset funds of £1,304,944, restricted funds of £16,878,295, and unrestricted funds of £975,879, giving a total of £19,159,118.

**Notes to the Financial Statements**

**8. STAFF COSTS**

	31.8.24	31.8.23 as restated
	£	£
Wages and salaries	10,997,697	8,826,924
Social security costs	1,130,395	898,841
Operating costs of defined benefit pension schemes	2,482,095	2,041,790
Apprenticeship levy	<u>40,043</u>	<u>29,630</u>
	14,650,230	11,797,185
Supply teacher costs	614,735	599,479
Staff restricting costs	<u>26,757</u>	<u>350</u>
	<u><u>15,291,722</u></u>	<u><u>12,397,014</u></u>

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

	31.8.24	31.8.23 as restated
Teachers	172	123
Educational support staff	57	31
Non teaching staff	<u>97</u>	<u>46</u>
	<u><u>326</u></u>	<u><u>200</u></u>

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

	31.8.24	31.8.23 as restated
£60,001 - £70,000	10	8
£70,001 - £80,000	5	3
£80,001 - £90,000	2	1
£90,001 - £100,000	2	2
£100,001 - £110,000	<u>2</u>	<u>-</u>
	<u><u>21</u></u>	<u><u>14</u></u>

**Key management personnel**

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £1,037,456 (2023: £894,261).

**Severance payments**

The academy trust paid 3 severance payments in the year, disclosed in the following bands:

£0 - £25,000	3
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**Special staff severance payments**

Included in staff restructuring costs are special severance payments totalling £5,144). Individually, the payments were: £5,144

**Notes to the Financial Statements**

**9. CENTRAL SERVICES**

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

- Educational Supplies
- Consultancy Charges
- Other Costs
- Human Resources
- Technology Costs
- Governance Costs
- Staff Cost

The trust charges for central services on the following basis:

Primary Schools - 5% of total revenue

Secondary Schools - 6% of total revenue

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

Most are split based on the following:

The actual amounts charged during the year were as follows:

	<b>31.8.24</b>	<b>31.8.23</b>
	<b>£</b>	<b>£</b>
Nishkam High School	280,380	290,592
Nishkam Primary School	119,232	126,516
Nishkam School Wolverhampton	123,132	125,964
Nishkam School West London	435,672	402,768
Nishkam Akaal Primary School	-	N/A
	<u>958,416</u>	<u>945,840</u>

Nishkam Akaal Primary School was not charged a central services fee during the year due to being the year they joined the trust.

**10. RELATED PARTY TRANSACTIONS - TRUSTEES' REMUNERATION AND EXPENSES**

There was no trustees' remuneration or other benefits for the year ended 31 August 2024 nor for the year ended 31 August 2023.

The Trust acknowledges that the Chief Executive Officer, who is also a Trustee of the academy trust, worked 1400 hours during the year (2023: 1400 hours) at a nominal rate under his contract of employment. This reflects the CEO's ongoing dedication to the Trust's mission and objectives.

During the year, one trustee (2023: one) was reimbursed for travel and subsistence expenses totalling £150 (2023: £2,541).

**11. TRUSTEES' AND OFFICERS' INSURANCE**

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

Notes to the Financial Statements

**12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund	Restricted General Funds	Restricted Fixed Asset Funds	Total funds as restated £
	£	£	£	£
<b>INCOME AND ENDOWMENTS FROM</b>				
Donations and capital grants	15,397	-	220,065	235,462
<b>Charitable activities</b>				
Funding for the academy's educational operations	594,348	16,799,293	-	17,393,641
Other trading activities	365,649	-	-	365,649
Investment income	485	-	-	485
<b>Total</b>	<u>975,879</u>	<u>16,799,293</u>	<u>220,065</u>	<u>17,995,237</u>
<b>EXPENDITURE ON</b>				
<b>Charitable activities</b>				
Academy's educational operations	975,879	16,878,295	1,304,944	19,159,118
<b>Total</b>	<u>975,879</u>	<u>16,878,295</u>	<u>1,304,944</u>	<u>19,159,118</u>
<b>NET INCOME/(EXPENDITURE)</b>	-	(79,002)	(1,084,879)	(1,163,881)
Transfers between funds	-	(1,798,246)	1,798,246	-
<b>Other recognised gains/(losses)</b>				
Actuarial gains on defined benefit schemes	-	733,000	-	733,000
<b>Net movement in funds</b>	-	(1,144,248)	713,367	(430,881)
<b>RECONCILIATION OF FUNDS</b>				
Total funds brought forward	-	3,809,592	33,155,132	36,964,724
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>-</u>	<u>2,665,344</u>	<u>33,868,499</u>	<u>36,533,843</u>

**13. PRIOR YEAR ADJUSTMENT**

A prior year adjustment was made to the 31st August 2023 balance sheet to restricted the surplus on the LGPS pension scheme to nil. The adjustment resulted in restricted general funds being reduced by £469,000.

As further adjustment was also carried out to realign the fixed asset funds, resulting in a increase in fixed asset reserves and reduction in restricted general funds of £1,169,658.

Notes to the Financial Statements

**14. INTANGIBLE FIXED ASSETS**

	Computer software £
<b>COST</b>	
At 1 September 2023	65,936
Disposals	<u>(65,936)</u>
At 31 August 2024	-
<b>AMORTISATION</b>	
At 1 September 2023	65,936
Eliminated on disposal	<u>(65,936)</u>
At 31 August 2024	-
<b>NET BOOK VALUE</b>	
At 31 August 2024	<u>-</u>
At 31 August 2023	<u>-</u>

**15. TANGIBLE FIXED ASSETS**

	Long leasehold £	Improvements to property £	Fixtures and fittings £
<b>COST</b>			
At 1 September 2023	27,094,921	13,648,953	996,899
Additions	3,874,000	-	166,931
Disposals	-	-	-
At 31 August 2024	<u>30,968,921</u>	<u>13,648,953</u>	<u>1,163,830</u>
<b>DEPRECIATION</b>			
At 1 September 2023	3,483,811	3,909,638	850,894
Charge for year	717,343	397,497	112,820
Eliminated on disposal	-	-	-
At 31 August 2024	<u>4,201,154</u>	<u>4,307,135</u>	<u>963,714</u>
<b>NET BOOK VALUE</b>			
At 31 August 2024	<u>26,767,767</u>	<u>9,341,818</u>	<u>200,116</u>
At 31 August 2023	<u>23,611,110</u>	<u>9,739,315</u>	<u>146,005</u>

**Notes to the Financial Statements**

**15. TANGIBLE FIXED ASSETS - continued**

	Motor vehicles £	Computer equipment £	Totals £
<b>COST</b>			
At 1 September 2023	224,987	686,555	42,652,315
Additions	4,698	18,907	4,064,536
Disposals	<u>(42,087)</u>	<u>-</u>	<u>(42,087)</u>
At 31 August 2024	<u>187,598</u>	<u>705,462</u>	<u>46,674,764</u>
<b>DEPRECIATION</b>			
At 1 September 2023	49,327	490,146	8,783,816
Charge for year	18,642	99,492	1,345,794
Eliminated on disposal	<u>(42,087)</u>	<u>-</u>	<u>(42,087)</u>
At 31 August 2024	<u>25,882</u>	<u>589,638</u>	<u>10,087,523</u>
<b>NET BOOK VALUE</b>			
At 31 August 2024	<u>161,716</u>	<u>115,824</u>	<u>36,587,241</u>
At 31 August 2023	<u>175,660</u>	<u>196,409</u>	<u>33,868,499</u>

Included in cost or valuation of freehold and leasehold land and buildings if land of £558,600 (2023: £nil) which is not depreciated.

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

**16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.8.24 £	31.8.23 as restated £
Trade debtors	45,688	160,015
Other debtors	12,672	-
VAT	153,116	116,242
Prepayments	286,755	137,554
Accrued income	<u>241,271</u>	<u>104,944</u>
	<u>739,502</u>	<u>518,755</u>

**Notes to the Financial Statements**

**17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.8.24	31.8.23 as restated
	£	£
Trade creditors	232,362	413,541
Social security and other taxes	563,291	444,887
Other creditors	330,378	123,480
Deferred income	187,823	155,866
Accrued expenses	<u>211,621</u>	<u>158,713</u>
	<u>1,525,475</u>	<u>1,296,487</u>

**DEFERRED INCOME**

	31.8.24	31.8.23
	£	£
Deferred Income at 1 September	155,684	-
Resources deferred in the year	187,823	155,684
Amounts released from previous years	<u>(155,684)</u>	<u>-</u>
Deferred Income at 31 August	<u>187,823</u>	<u>155,684</u>

Deferred income is made up of the following balances:

31.8.24	31.8.23	
£	£	
159,275	132,776	ESFA UIFSM grant
5,460	-	SEN
23,088	23,088	ESFA Lease grant

**18. MEMBERS' LIABILITY**

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

**19. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted fund	Restricted General Funds	Restricted Fixed Asset Funds	31.8.24 Total funds
	£	£	£	£
Fixed assets	-	-	36,587,241	36,587,241
Current assets	-	4,258,147	2	4,258,149
Current liabilities	<u>-</u>	<u>(1,525,475)</u>	<u>-</u>	<u>(1,525,475)</u>
	<u>-</u>	<u>2,732,672</u>	<u>36,587,243</u>	<u>39,319,915</u>

**Notes to the Financial Statements**

**19. ANALYSIS OF NET ASSETS BETWEEN FUNDS - continued**

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

	Unrestricted fund £	Restricted General Funds £	Restricted Fixed Asset Funds £	31.8.23 as restated Total funds £
Fixed assets	-	-	33,868,499	33,868,499
Current assets	-	3,961,831	-	3,961,831
Current liabilities	-	(1,296,487)	-	(1,296,487)
	<u>-</u>	<u>2,665,344</u>	<u>33,868,499</u>	<u>36,533,843</u>

**20. MOVEMENT IN FUNDS**

	At 1.9.23 £	Prior year adjustment £	Net movement in funds £	At 31.8.24 £
<b>Restricted general funds</b>				
Restricted Fixed Asset Funds	32,698,841	1,169,658	2,718,744	36,587,243
General Annual Grant	3,835,002	(1,169,658)	67,328	2,732,672
Restricted pension reserve	469,000	(469,000)	-	-
	<u>37,002,843</u>	<u>(469,000)</u>	<u>2,786,072</u>	<u>39,319,915</u>
<b>TOTAL FUNDS</b>	<u>37,002,843</u>	<u>(469,000)</u>	<u>2,786,072</u>	<u>39,319,915</u>

**Notes to the Financial Statements**

**20. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Restricted general funds</b>				
Restricted Fixed Asset Funds	4,163,404	(1,444,660)	-	2,718,744
General Annual Grant	15,258,088	(15,190,760)	-	67,328
DfE/ESFA Pupil Premium	710,862	(710,862)	-	-
DfE/ESFA 16 - 19 Bursary	1,093,242	(1,093,242)	-	-
DfE/ESFA Universal Infant Free School Meals	265,769	(265,769)	-	-
DfE/ESFA Other Grants	332,978	(332,978)	-	-
DfE/ESFA Teacher's Pay	262,760	(262,760)	-	-
DfE/ESFA Teacher's Pension	188,601	(188,601)	-	-
DfE/ESFA Leases	277,060	(277,060)	-	-
DfE/ESFA Mainstream School Additional Grant	563,327	(563,327)	-	-
Local Authority	634,471	(634,471)	-	-
Other Restricted	124,050	(124,050)	-	-
Restricted pension reserve	-	139,000	(139,000)	-
	<u>23,874,612</u>	<u>(20,949,540)</u>	<u>(139,000)</u>	<u>2,786,072</u>
<b>Unrestricted fund</b>				
General fund	1,264,559	(1,264,559)	-	-
	<u>1,264,559</u>	<u>(1,264,559)</u>	<u>-</u>	<u>-</u>
<b>TOTAL FUNDS</b>	<u>25,139,171</u>	<u>(22,214,099)</u>	<u>(139,000)</u>	<u>2,786,072</u>

**Comparatives for movement in funds**

	At 1.9.22 £	Net movement in funds £	Transfers between funds £	At 31.8.23 £
<b>Restricted general funds</b>				
Restricted Fixed Asset Funds	33,155,132	(1,084,879)	1,798,246	33,868,499
General Annual Grant	4,408,592	54,998	(1,798,246)	2,665,344
Restricted pension reserve	(599,000)	599,000	-	-
	<u>36,964,724</u>	<u>(430,881)</u>	<u>-</u>	<u>36,533,843</u>
<b>TOTAL FUNDS</b>	<u>36,964,724</u>	<u>(430,881)</u>	<u>-</u>	<u>36,533,843</u>

**Notes to the Financial Statements**

**20. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Restricted general funds</b>				
Restricted Fixed Asset Funds	220,065	(1,304,944)	-	(1,084,879)
General Annual Grant	14,137,489	(14,082,491)	-	54,998
DfE/ESFA Pupil Premium	716,293	(716,293)	-	-
DfE/ESFA 16 - 19 Bursary	52,888	(52,888)	-	-
DfE/ESFA Universal Infant Free School Meals	79,654	(79,654)	-	-
DfE/ESFA Other Grants	410,369	(410,369)	-	-
DfE/ESFA Teacher's Pension	23,927	(23,927)	-	-
DfE/ESFA Leases	233,434	(233,434)	-	-
DfE/ESFA Mainstream School Additional Grant	198,339	(198,339)	-	-
DfE/ESFA Supplementary Grant	370,588	(370,588)	-	-
Local Authority	576,312	(576,312)	-	-
Restricted pension reserve	-	(134,000)	733,000	599,000
	<u>17,019,358</u>	<u>(18,183,239)</u>	<u>733,000</u>	<u>(430,881)</u>
<b>Unrestricted fund</b>				
General fund	975,879	(975,879)	-	-
	<u>17,995,237</u>	<u>(19,159,118)</u>	<u>733,000</u>	<u>(430,881)</u>

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

- Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2024. General Annual Grant (GAG): must be used for the normal running costs of the Academy.
- Other DfE/ESFA Grants: are utilised for the purposes intended by the donor.
- Other Restricted General Funds: include payments made towards Academy trips.
- The Pension Fund: is the surplus/(deficit) in the Local Government Pension Scheme.
- Restricted Fixed Asset Funds: include the fixed assets transferred on conversion to Academy, capital grants, additions and depreciation.
- Unrestricted Funds: are all those income and expenses for general use in the Academy.

**Total fund analysis by academy**

Fund balances at 31 August 2024 were as allocated:

	Total 2024 £	Total 2023 £
Nishkam High School	1,427,894	1,498,565
Nishkam Primary School	767,113	780,489
Nishkam School West London	497,233	449,939
Nishkam School Wolverhampton	(317,766)	(327,467)
Nishkam Akaal Primary School	(82,443)	N/A
Nishkam School Trust	<u>440,642</u>	<u>263,818</u>
Total before fixed assets and pension reserve	2,732,673	2,665,344
Restricted fixed assets	36,587,242	33,868,499
Restricted pension reserve	-	-
	<u>39,319,915</u>	<u>36,533,843</u>

**Notes to the Financial Statements**

**20. MOVEMENT IN FUNDS - continued**

Nishkam School Wolverhampton is carrying a net deficit of £317,766 on these funds because of a significant investment in the school hall. However, the recent school improvements have been self-funded, reflecting a strategic approach to balancing essential development with financial sustainability. The trust is taking action to return the school to surplus through a combination of cost-saving initiatives, exploring alternative revenue streams, and implementing robust financial monitoring processes.

Nishkam Akaal Primary School is carrying a net deficit of £82,433 on these funds. However, this is an improved position from the date the school joined the trust, reflecting the positive impact of financial oversight and strategic planning. The trust is taking action to return the school to surplus by continuing to streamline expenses, enhance revenue generation, and support the school with targeted resources to maintain progress toward financial stability.

**Total cost analysis by academy**

Expenditure (excluding depreciation and pension interest) incurred by each academy during the year was as follows:

	Teaching staff costs	Other support staff costs	Educational supplies	Other costs (excluding depreciation and pension)	2023/24	2022/23
	£	£	£	£	£	£
Nishkam High School	3,256,140	358,694	200,968	1,375,975	5,191,777	4,788,911
Nishkam Primary School	1,394,016	325,483	100,199	877,932	2,697,630	2,434,249
Nishkam School Wolverhampton	1,524,687	272,494	88,476	871,466	2,757,123	2,475,531
Nishkam School West London	5,479,577	620,112	266,576	2,324,066	8,690,331	7,194,859
Nishkam Akaal Primary School	594,325	146,630	23,194	368,631	1,132,780	-
Nishkam School Trust	<u>169,399</u>	<u>490,243</u>	<u>19,346</u>	<u>403,992</u>	<u>1,082,980</u>	<u>945,075</u>
	<u>12,418,144</u>	<u>2,213,656</u>	<u>698,759</u>	<u>6,222,062</u>	<u>21,552,621</u>	<u>17,838,625</u>
2023	<u>10,587,746</u>	<u>1,902,720</u>	<u>1,818,167</u>	<u>3,529,992</u>	<u>17,838,625</u>	

**21. PENSION AND SIMILAR OBLIGATIONS**

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

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

Contributions amounting to £297,066 were payable to the schemes at 31 August 2024 (2023 - £221,534) and are included within creditors.

## Notes to the Financial Statements

### 21. PENSION AND SIMILAR OBLIGATIONS - continued

#### Teachers' pension scheme

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

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

#### Valuation of the teachers' pension scheme

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

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

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

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

The employer's pension costs paid to TPS in the period amounted to £1,891,159 (2023 - £1,425,428).

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

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

#### Local government pension scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £771,629 (2023: £619,821), of which employer's contributions totalled £598,676 (2023: £493,549) and employees' contributions totalled £172,953 (2023: £126,272). The agreed contribution rates for future years are 21.6% for employers and between 5.5% and 12.5% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of 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 a parliamentary minute published on GOV.UK.

The rates payable over a three year period will be the Future Service Rate of 21.6% of payroll.

**Notes to the Financial Statements**

**21. PENSION AND SIMILAR OBLIGATIONS - continued**

The pension valuation as at 31 August 2024 showed a surplus of £815,000. Having considered guidance available and acknowledging that the trust would not be entitled to a refund of this amount, the surplus has not been recognised. Therefore the closing valuation has been recognised as nil.

The amounts recognised in the Balance Sheet are as follows:

	Defined benefit pension plans	
	31.8.24	31.8.23 as restated
	£	£
Present value of funded obligations	(5,986,000)	(4,230,000)
Fair value of plan assets	<u>5,986,000</u>	<u>4,230,000</u>
Present value of unfunded obligations	-	-
Deficit	-	-
Net liability	<u>-</u>	<u>-</u>

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

	Defined benefit pension plans	
	31.8.24	31.8.23 as restated
	£	£
Current service cost	465,000	587,000
Net interest from net defined benefit asset/liability	223,000	190,000
Past service cost	-	-
	<u>688,000</u>	<u>777,000</u>
Actual return on plan assets	-	<u>(15,000)</u>

Notes to the Financial Statements

21. PENSION AND SIMILAR OBLIGATIONS - continued

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

	Defined benefit pension plans	
	31.8.24	31.8.23 as restated
	£	£
Opening defined benefit obligation	4,230,000	4,220,000
Current service cost	465,000	587,000
Contributions by scheme participants	163,000	136,000
Interest cost	223,000	190,000
Benefits paid	59,000	29,000
Business combinations	471,000	-
Remeasurements:		
Actuarial (gains)/losses from changes in demographic assumptions	(52,000)	(144,000)
Actuarial (gains)/losses from changes in financial assumptions	(10,000)	(1,320,000)
Oblig other remeasurement	<u>437,000</u>	<u>532,000</u>
	<u>5,986,000</u>	<u>4,230,000</u>

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

	Defined benefit pension plans	
	31.8.24	31.8.23 as restated
	£	£
Opening fair value of scheme assets	4,230,000	3,621,000
Contributions by employer	569,000	478,000
Contributions by scheme participants	163,000	136,000
Interest income	260,000	166,000
Actuarial gains/(losses)	-	(15,000)
Benefits paid	59,000	29,000
Business combinations	471,000	-
Administration fee	(2,000)	(1,000)
Return on plan assets (excluding interest income)	<u>236,000</u>	<u>(184,000)</u>
	<u>5,986,000</u>	<u>4,230,000</u>

**Notes to the Financial Statements**

**21. PENSION AND SIMILAR OBLIGATIONS - continued**

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

	Defined benefit pension plans	
	31.8.24	31.8.23 as restated
	£	£
Actuarial (gains)/losses from changes in demographic assumptions	52,000	144,000
Actuarial (gains)/losses from changes in financial assumptions	10,000	1,320,000
Oblig other remeasurement	(437,000)	(532,000)
Return on plan assets (excluding interest income)	<u>236,000</u>	<u>(184,000)</u>
	<u>(139,000)</u>	<u>748,000</u>

The major categories of scheme assets as amounts of total scheme assets are as follows:

	Defined benefit pension plans	
	31.8.24	31.8.23 as restated
	£	£
Equities	3,381,000	2,830,000
Fixed income	505,000	62,000
Credits	-	274,000
Bonds	1,403,000	615,000
Cash	337,000	167,000
Property	325,000	260,000
Infrastructure	<u>35,000</u>	<u>22,000</u>
	<u>5,986,000</u>	<u>4,230,000</u>

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

	31.8.24	31.8.23 as restated
Discount rate	5.00%	5.25%
Future salary increases	3.70%	3.93%
Future pension increases	2.70%	2.93%

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

Retiring today		
Males	20.7	20.7
Females	23.4	23.2
Retiring in 20 years		
Males	21.2	21.1
Females	24.8	24.5

**Notes to the Financial Statements**

**21. PENSION AND SIMILAR OBLIGATIONS - continued**

Sensitivity analysis	31.8.24	31.8.23 as restated
	£	£
Discount rate +0.1%	-	2,855,000
Discount rate -0.1%	1,872,000	2,747,000
Mortality assumption - 1 year increase	1,913,000	4,665,000
Mortality assumption - 1 year decrease	-	4,437,000
CPI rate +0.1%	-	2,826,000
CPI rate -0.1%	-	2,656,000

**22. CAPITAL COMMITMENTS**

	31.8.24	31.8.23 as restated
	£	£
Contracted but not provided for in the financial statements	-	-

**23. LONG-TERM COMMITMENTS, INCLUDING OPERATING LEASES**

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

	31.8.24	31.8.23 as restated
	£	£
Within one year	261,612	311,839
Between one and five years	973,759	1,029,118
In more than five years	<u>1,808,964</u>	<u>2,100,652</u>
	<u>3,044,335</u>	<u>3,441,609</u>

**24. RELATED PARTY DISCLOSURES**

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

**Guru Nanak Nishkam Sewak Jatha (Birmingham) UK**

An unincorporated charity in which the Patron Mohinder Singh Ahluwalia was a trustee.

In September 2011 Nishkam School Trust entered into a 25 year lease relating to properties at 3 Soho Road and 9 - 11 Soho Road. Guru Nanak Nishkam Sewak Jatha (Birmingham) UK hold the freehold. A leasehold interest was held by Guru Nanka Education Trust.

	2024	2023
	£	£
Rent and service charges paid	313,987	273,634
Amount due to	-	-

**Notes to the Financial Statements**

**24. RELATED PARTY DISCLOSURES - continued**

**Guru Nanak Nishkam Education Trust**

A charity in which the Parton Mohinder Singh Ahluwalia was a trustee.

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Rent paid	46,741	53,279
Goods and services recharges	40,835	19,944
Amount due to	8,973	2,234
Rent fees received	12,000	12,000
Goods and services provided	6,476	4,126
Amount due from	3,636	-

**Nishkam Civic Association**

A charity in which the Director Professor Upkar Singh Pardessi and the patron Mohinder Singh Ahluwalia were Trustees and the Chief Operation Officer is a director.

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Goods and services purchase from	1,411	6,562
Amount due to	-	-

**Nishkam Security Limited**

A company in which patron Mohinder Singh Ahluwalia was a director.

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Goods and services purchase from	30,942	26,090
Amount due to	-	-

**Marg Sat Santokh Manufacturers limited**

A company in which patron Mohinder Singh Ahluwalia was a director.

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Goods and services purchase from	108	319
Amount due to	-	-

**Nishkam Pharmacy Ltd**

A 100% owned subsidiary of Nishkam Healthcare Trust in which trustee Mohinder Singh Ahluwalia has significant influence.

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Goods and services purchase from	-	947
Amount due to	-	1,305

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

**Notes to the Financial Statements**

**25. AGENCY ARRANGEMENTS**

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2024 the academy trust received £34,774 and disbursed £34,671 from the fund. As at 31 August 2024, the cumulative unspent 16-19 bursary fund is £x, of which £103 relates to undistributed funding that is repayable to ESFA. Comparatives for the accounting period ending 31 August 2023 are £23,669 received, £18,400 disbursed, total cumulative unspent fund of £6,519 is included in other creditors that is repayable to ESFA.

**26. CONVERSION TO AN ACADEMY TRUST**

On 1st December 2024 Akaal Primary School joined the Nishkam Schools Multi Academy Trust and all the operations and assets and liabilities were transferred for £nil consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the Statement of Financial Activities as Charitable activities, transfer from local authority on conversion.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the SOFA.

	Value reported by transferring academy trust £000's	Fair adjustments £000's	Transfer value recognised £000's	in recognised £000's
<b>Tangible fixed assets</b>				
Land and buildings	3,874	-		3,874
Fixture and fittings	167	-		167
Motor vehicles	5	-		5
Computer equipment	19	-		19
<b>Current assets</b>				
Cash in bank and in hand	194	-		194
Debtors due in less than one year	40	-		40
<b>Current liabilities</b>				
Creditors due in less than one year	(394)	-		(394)
<b>Non-current liabilities</b>				
LGPS pension surplus / (deficit)	-	-		-
<b>Net assets/(liabilities)</b>	<u>3,905</u>	<u>-</u>		<u>3,905</u>

**Detailed Statement of Financial Activities**

	31.8.24	31.8.23
	£	as restated £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and capital grants</b>		
Donations	17,164	15,397
Grants	<u>98,870</u>	<u>220,065</u>
	116,034	235,462
<b>Transfer into academy trust</b>	4,064,534	-
<b>Other trading activities</b>		
Catering income	-	1,059
Lettings	115,648	120,827
Risk protection arrangement claims	1,955	-
Supply teacher insurance claims	-	3,720
Income from facilities and services	257,202	205,487
Sales of goods and services	10,040	15,058
Other	<u>37,249</u>	<u>19,498</u>
	422,094	365,649
<b>Investment income</b>		
Deposit account interest	180,870	485
<b>Charitable activities</b>		
Grants	19,694,044	16,799,293
Income from academies	37,058	46,373
Educational trips & visits	325,342	253,788
Student catering income	<u>299,195</u>	<u>294,187</u>
	<u>20,355,639</u>	<u>17,393,641</u>
<b>Total incoming resources</b>	25,139,171	17,995,237
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Wages	9,255,280	7,571,636
Social security	983,225	790,741
Pensions	2,158,026	1,675,616
Supply teacher costs	449,832	476,103
Settlement payments	26,757	350
Apprenticeship levy	40,043	29,630
Technology costs	70,385	108,262
Educational supplies	698,760	938,909
Examination fees	178,947	150,354
Other staff costs and expenses	114,408	132,961
Educational consultancy	266,624	212,975
Other direct costs	335,099	273,454
Carried forward	14,577,386	12,360,991

**Detailed Statement of Financial Activities**

	31.8.24	31.8.23
	£	as restated £
<b>Charitable activities</b>		
Brought forward	14,577,386	12,360,991
Long leasehold	717,338	667,607
Improvements to property	397,496	392,050
Fixtures and fittings	112,819	100,559
Motor vehicles	18,642	7,240
Computer equipment	99,493	137,488
Loss on sale of tangible fixed assets	(5,639)	-
Interest on pension scheme liabilities	<u>(139,000)</u>	<u>134,000</u>
	15,778,535	13,799,935
<b>Transfer into academy trust</b>		
Transfer into Trust	159,086	-
<b>Support costs</b>		
<b>Management</b>		
Wages	1,742,417	1,255,288
Social security	147,170	108,100
Pensions	324,069	366,174
Supply teacher costs	164,903	123,376
Operating lease buildings	277,000	250,939
Other operating leases	84,841	50,183
Technology costs	412,995	295,220
Other support staff costs	43,106	29,703
Maintenance of premises and equipment	307,373	770,301
Cleaning	379,531	315,685
Rent and rates	56,406	67,204
Energy costs	269,841	134,968
Risk protection arrangement fees	65,809	66,525
Security and transport	163,606	130,423
Catering	584,322	454,951
Other costs	<u>726,387</u>	<u>577,140</u>
	5,749,776	4,996,180
<b>Legal costs - other</b>		
Legal and professional costs	474,424	337,197
<b>Governance costs</b>		
Auditors' remuneration	23,033	21,996
Auditors' remuneration for non audit work	<u>29,245</u>	<u>3,810</u>
	52,278	25,806
<b>Total resources expended</b>	<u>22,214,099</u>	<u>19,159,118</u>
<b>Net income/(expenditure)</b>	<u><u>2,925,072</u></u>	<u><u>(1,163,881)</u></u>



to empower children  
with **virtues**,  
to enable them to  
**excel** academically  
& spiritually,  
enabling them to  
serve **humanity**  
**selflessly**, with an abundance of  
love, compassion, & forgiveness



nishkamschool  
westlondon



nishkamschooltrust



nishkamhighschool  
birmingham



nishkamprimaryschool  
wolverhampton



nishkamprimaryschool  
birmingham