

Company Registration Number: 07899393 (England & Wales)

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

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

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Members	Tim Oates Sherry Coutu Martin Rigby Nigel Peake Victoria Stubbs (appointed 1 September 2025)
Trustees	David Warwick, Chair Lucy Scott, CEO and Accounting Officer Kate Brierton (resigned 29 April 2025) Morag Morrison-Helme (resigned 18 March 2025) Mary Sanders Victoria Stubbs (resigned 31 August 2025) Peter Thompson Keith Thomson (resigned 31 August 2025) Amy Weatherup Sandhya Kavar (appointed 30 June 2025) Raymond Harding (appointed 1 September 2025) Robert O'driscoll (appointed 1 September 2025) June Stevenson (appointed 1 September 2025) Anne Constantine (resigned 26 September 2024)
Company registered number	07899393
Company name	Eastern Learning Alliance
Principal and registered office	Impington Village College New Road Impington Cambridge Cambridgeshire CB24 9LX
Company secretary	Jenna Bickley
Chief executive officer	Lucy Scott

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Senior management team

Lucy Scott, CEO
Mark Little, CFO (appointed 1 April 2025)
Ryan Kelsall, Deputy CEO (resigned 31 August 2025)
Mark Whicker, Director of IT
Rhiannon Evans-Ali, COO
Mark Eastwood, Head of School (resigned 31 December 2024)
Suzanne Izzard, Director of HR
John Sayer, Director of Estates
Victoria Colgate, Executive Headteacher (resigned 31 August 2025)
Rolf Purvis, Executive Headteacher
Chris Butler, Headteacher
Nick Harrison, Head of School
Richard Auffret, Head of School
Clare Hargraves, Head of School
Stephanie Smith, Head of School
Natalie Paine, Head of School (appointed 1 November 2024)

Independent auditor

MHA
Century House
1 The Lakes
Northampton
United Kingdom
NN4 7HD

Bankers

Barclays Bank PLC
9-11 St Andrews Street
Cambridge
CB5 3AA

Solicitors

Stone King LLP
3rd Floor
Bateman House
82-88 Hills Road
Cambridge
CB2 1LQ

EASTERN LEARNING ALLIANCE
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees present their Annual Report together with the financial statements and Auditor's Report of the Charitable Company for the year 1st of September 2024 to 31st August 2025

The Annual Report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

During the year, Eastern Learning Alliance operated six Secondary Schools, one Special School, one Primary School, and a central office in Eastern England.

Impington Village College (for students 11 to 18)
Pupil capacity of 1,350 and serves a catchment area in South Cambridgeshire

Chesterton Community College (for students 11 to 18)
Pupil capacity of 1,000 and serves catchment area in South Cambridgeshire

Downham Market Academy (for students 11 to 18)
Pupil capacity of 1,400 and serves catchment area in Norfolk

Witchford Village College (for students 11 to 16)
Pupil capacity of 850 and serves catchment area in East Cambridgeshire

Girton Glebe Primary School (for students 5 to 11)
Pupil capacity of 260 and serves catchment area in South Cambridgeshire

The Cavendish School (for students 7 to 18)
Pupil capacity of 80 and serves catchment area in South Cambridgeshire

Cambridge Maths School (for students 16 to 18)
Pupil capacity of 70 and serves catchment area in East of England

Vista Academy Littleport (for students 11 to 16)
Pupil Capacity of 600 and serves catchment area in East Cambridgeshire

Structure, governance and management

a. 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 the Eastern Learning Alliance are also the directors of the charitable company for the purposes of company law. The Charitable Company operates as Eastern Learning Alliance (formally Morris Educational 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 1.

b. 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.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Structure, governance and management (continued)

c. Trustees' indemnities

Trustees benefit from indemnity insurance to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust.

d. Method of recruitment and appointment or election of Trustees

The Members of the Academy were initially established at the adoption of the Articles of Association. Subsequent Members are self-appointed by way of special resolution. There must be at least three Members.

The number of Trustees shall not be less than three but shall not exceed eleven. The Trust shall have the following Trustees:

- a. Up to ten Trustees
- b. The Chief Executive Officer (CEO)

The Members may appoint by ordinary resolution up to ten Trustees.

The total number of Trustees including the CEO who are employees of the Trust shall not exceed one third of the total number of Trustees.

The Trustees shall ensure that at least two parent local Trustees shall be elected to each Local Governing Body (LGB) or, if the number of parents, or individuals exercising parental responsibility, standing for election is less than the number of vacancies appointed (in accordance with the terms of reference determined from time to time).

In the event of a casual vacancy arising among the Trustees due to retirement, resignation, removal or disqualification, the Trustees may co-opt a new Trustee to ensure the number of Trustees stays as set out in the Articles of association. Any co-opted Trustees shall retire and submit themselves for election by Members at the next General Meeting.

The Term of Office for any Trustee shall be for four years except for any ex-officio post. Subject to remaining eligible to a particular type of Trustee, any Trustee may be re-elected at a General Meeting or Annual General Meeting.

In determining membership of the Trust Board, the Members take into account the skills, knowledge and experience of potential Trustees. In addition, the Members seek to ensure that all Trustees have a passion for education and a determination to assist the Trust management in securing improvements of attainment in the Trust schools.

The Board similarly take into account the skills, knowledge and experience of potential Trustees who could then be co-opted to join the Board.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Structure, governance and management (continued)

e. Policies adopted for the induction and training of Trustees

Trustees are made aware of their responsibilities prior to appointment and provided with an induction pack prior to joining the Trust. Training is dependent on experience, but active use of the National Governors Association and Specialist School Academies Trust (SSAT) is drawn upon as necessary.

All Trustees are provided with copies of the policies, procedures, accounts, plans and any other documentation they will need to undertake their role as Trustees. In addition, introductory meetings for the new Trustees with key staff employed in the Trust are arranged to ensure they have an opportunity to explore working practices and any other information they wish to access.

f. Organisational structure

The Trust has a clear organisation structure that consists of four levels: the Members, Trust Board, Academies and LGB's.

The Trust Board sets and monitors strategy, key objectives, budgets, HR policies, schemes of delegation. It also receives input from and reports to the LGB's. The Trust Board meets each half-term. In addition, there is the Audit and Risk Committee, the Finance and Resources Committee, and the Remuneration and Talent Committee which meets termly.

The CEO is the Accounting Officer for the Trust.

The Academies deal with day-to-day management, standards, quality assurance, outcomes, community, and parental engagement. Senior Leadership Teams meet at least weekly.

Each academy within the Trust has its own LGB. The LGB monitors and assess progress and outcomes of the local academy and communicates with stakeholders. The LGB meets circa every half term.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Structure, governance and management (continued)

g. Arrangements for setting pay and remuneration of key management personnel

Arrangements for setting the pay and remuneration of the Academy Trust's key management personnel are reviewed by the Remuneration and Talent Committee and ratified by the full Board of Trustees.

For key management staff employed directly by the Trust such as the CEO, Trustees from the Board will carry out an annual review of performance. Salaries are based on evaluation of individual roles and responsibilities of the post taking into account market rate factors, comparability of responsibilities and differentials. An annual performance pay appraisal is undertaken which is reported to the Trust Board and changes in salaries which result are with the Board's approval.

For key management staff in Academies an annual whole school pay policy is applied in which the Trust follows the pay and conditions arrangements from the national provisions used for maintained schools in England and Wales – both for teachers and support staff. The teachers' pay policy is based on the national agreed pay scale as outlined in the School Teachers Pay and Conditions Document.

The Trust adheres to Local Government pay arrangements for support staff and follows the Local Government pay spines as they are applied in the Local Authority areas in which the academies are based.

The Trust is an equal opportunity employer and as such treats all applicants and employees, whether disabled or not on an equal basis. All staff who may be disabled or become disabled whilst in the employment of the Trust are supported through whatever needs arise including continuing their career progression with relevant continuing professional development (CPD).

The Trust aims to be a fair and responsible employer. Any material changes to policies, structure or material matters affecting employees of the Trust are consulted upon before implementation. This will include staff associations and unions if matters of policy change are outside standard agreed models.

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TRUSTEES' REPORT (CONTINUED)
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Structure, governance and management (continued)

h. Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the year	10
Full-time equivalent employee number	8

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	6
1%-50%	1
51%-99%	-
100%	-

Percentage of pay bill spent on facility time

	£	
Total cost of facility time	2,621	
Total pay bill	41,001,808	
Percentage of total pay bill spent on facility time	0.01	%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	-	%
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i. Related parties and other connected charities and organisations

Eastern Learning Alliance currently comprises of eight academies on a not-for-profit basis. It also oversees the sports and leisure facilities within its own subsidiary company known as ELA Active Ltd.

There are no other financial connections with organisations however links with wider networks and organisations such as those listed below are drawn upon to enhance the educational and other activities of the Trust:

British Telecoms
Cromwell Museum
Cambridgeshire Fencing Club
AJM Enterprises
UTS Cambridge Ltd
Cambridge Science Centre
University of Cambridge
Support Cambridge (formally known as Cambridge Council for Voluntary Services Support)
U-Maths
Cambridge Angels

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Structure, governance and management (continued)

j. Engagement with employees (including disabled persons)

The Trust continuously seeks to encourage the involvement of its employees in its management through regular staff meetings in order to challenge educational and social disadvantage. Employees are consulted on issues of concern to them through consultative meetings and are kept informed of specific policies directly with management.

The Trust have implemented several detailed policies in relation to all aspects of personnel matters including:

- Equal opportunities policy
- Volunteers' policy
- Health & safety policy.

In accordance with the Trust's equal opportunities policy, the Trust have long-established fair employment practices in the recruitment, selection, retention, and training of disabled staff.

Full details of these policies are available from the Academy's offices.

k. Engagement with suppliers, customers and others in a business relationship with the Academy

As a Trust, we aim to maintain the highest possible standards of integrity in business relationships with suppliers and customers. We rely on our suppliers to deliver learning materials and catering and food supplies to our individual academies on a timely manner, which is key to the service we provide, and customers to support our other income generating activities. The Trustees recognise that business relationships are fundamental to the success of the Trust.

Objectives and activities

a. Objects and aims

The Trust objectives (the Objects) are specifically restricted to the following:

- To advance for the Public benefit education in the United Kingdom, in particular but without prejudice to the generality of foregoing by establishment, maintaining, carrying on, managing and developing as schools offering a broad and balanced curriculum.
- To promote for the benefit of the inhabitants of the communities served by the Trust the provision of facilities for recreation or other leisure time occupations.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Objectives and activities (continued)

b. Objectives, strategies and activities

Our Trust objectives are centred around our four key values: Education; Inclusivity; Experience and Collaboration:

Education

We are committed to offering students at ELA schools a world-class education because we know the power strong educational experiences hold in terms of enhancing young people's life chances. Our expert staff pride themselves on planning and delivering innovative and engaging curricula which draw on the latest thinking in their subject area. Lessons across the ELA are centred around student engagement via encouragement of discussion, creative planning as well as a focus on dynamism and shared progress to ensure students' school days are varied, enriching and challenging.

Inclusivity

Our approach to school leadership is predicated on ensuring our exceptional offer is accessible to all students, and this sits alongside a commitment to promoting equality and diversity, student safety, and staff and student wellbeing in all that we do. Our work in supporting all students, including those facing educational disadvantage and those with SEND is underpinned by a robust set of frameworks which seek to ensure parity for those students; equity in terms of access to the curriculum and wider school offer, and a commitment to working alongside families in pursuit of this.

Experience

ELA schools are focussed on ensuring students' holistic experience is truly excellent. This is achieved by planning and implementing exciting, varied and comprehensive extra-curricular provision during and outside of the school day; providing an engaging and inclusive programme of trips and visits; promoting participation from all students, particularly those facing educational disadvantage. This work is monitored and supported by the central Trust team to ensure a sector-leading offer is available to students in every school. ELA's approach to staff recruitment and retention is wholly focussed on attracting and retaining the very best teachers and support staff in the area, and takes an innovative approach to providing flexible work options, staff wellbeing packages, and career development opportunities.

Collaboration

Our family of schools is committed to working collaboratively towards improving the student experience across all settings. Staff regularly undertake projects and consultancy work outside of their home setting, and leaders work 'on the ground' across all schools to share best practice, support staff and students, as well as reviewing and improving the holistic offer for students.

c. Public benefit

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

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Strategic report

Achievements and performance

2024/25 has been another very successful year for the Trust. Exam results show that pupil progress remains strong across the board, with notable improvements in all Trust schools.

The Cambridge Maths School (CMS); Chesterton Community College (CCC), and Impington Village College (IVC) have all been visited by Ofsted this academic year, achieving top categories across the board. CMS were evidenced as making 'significant progress' in all areas of their monitoring visit, with both CCC & IVC achieving 'outstanding' ratings for all categories of school leadership: quality of education; leadership & management; behaviour & attitudes; personal development; sixth form provision.

All other schools have had a very strong year, with significant progress against school improvement plans.

Trust resources continue to be used in a collaborative way which benefits all schools. Strong Trust presence across schools has led to further rapid improvement in provision, teaching quality, and excellent leadership and management across the board.

a. Key performance indicators

Publicly available data published this year indicates that ELA is classified as an "above average" Trust—the highest possible grading, and ranks as the second highest-performing Trust nationally among those with an annual examination cohort of 700–800 students. Overall, ELA is positioned within the top 8% of Multi-Academy Trusts (MATs) for performance. When excluding MATs with selective or non-comprehensive intakes, ELA would rank as the fifth highest-performing Trust in the country.

ELA consistently delivers outstanding educational outcomes across its schools, demonstrating significant improvements in both attainment and progress for all student groups, including disadvantaged cohorts. This performance underscores the Trust's unwavering commitment to excellence in teaching and sustained school improvement, firmly establishing ELA as a leading educational provider at both regional and national levels.

Staff retention across the Trust remains exceptionally strong at 95%, significantly exceeding the national average. Attendance and behaviour data indicate that all ELA schools are performing at a high level when benchmarked against both local and national contexts. Stakeholder feedback continues to be consistently positive, reflecting confidence in the Trust's leadership, educational provision, and commitment to student success.

Ofsted Ratings:

Chesterton Community College (Outstanding in all areas – February 2025)

Impington Village College (Outstanding in all areas – February 2025)

Downham Market Academy (Good in all areas– May 2022)

Girton Glebe (Good in all areas – Sept 2022)

Witchford Village College (Good in all areas – January 2023)

The Cavendish School (Outstanding in all areas – March 2024)

Vista Academy Littleport (Ungraded: opened September 2023)

Cambridge Maths School (Ungraded: opened September 2023, monitoring visit January 2025 – 'significant progress in all areas')

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Strategic report (continued)

Achievements and performance (continued)

b. Going concern

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

c. Promoting the success of the company

The Trustees fulfil their duty to promote the success of the Charitable Company, under section 172 of the companies Act 2006, and consider the interests of the Eastern Learning Alliance's key stakeholders when making decisions in regard to:

- the likely consequences of any decision in the long term
- the interest of the company's employees
- the need to foster the company's business relationships with suppliers, customers and others
- the impact of the company's operations on the community and the environment
- the desirability of the company maintaining a reputation for high standards of business conduct
- the need to act fairly as between Members of the company

Eastern Learning Alliance has a clear purpose, which is to promote excellent education by providing outstanding schools which enable young people to make a success of their lives. This requires the board, senior leadership team and other employees to maintain an approach to strategic, financial, and operational decision-making, that is value based and sustainable in approach.

Financial review

The accounting policies adopted by the Trust are in line with the Academy Financial Handbook.

The Trust held fund balances at 31 August 2025 of £84,043,309.

Made up of:
£83,056,212 of restricted fixed asset funds
£987,097 of unrestricted funds

The predominant expenditure category, as in all schools, is salaries for teaching and non-teaching staff. This equates to approximately 82% of all Income with the remainder applied to educational resources, administration, premises and utility costs.

During the year ended 31 August 2025, total expenditure (excluding restricted fixed assets and pension) of £50,402,298 was funded by recurrent grant funding from the DfE together with other incoming resources.

The excess of income over expenditure for the period (excluding restricted fixed assets and pension) was £1,261,151.

At 31 August 2025 the net book value of fixed assets was £83,148,179 and movements in tangible fixed assets are shown in the note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Trust.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Strategic report (continued)

In accordance with FRS102, the Academy received an actuarial assessment of the pension scheme. As in prior years the asset has not been included within the balance sheet as at 31 August 2025 and has been capped at a value of £nil, further details included in note 25 of the financial statements.

a. Reserves policy

Restricted fixed assets funds represent the net book value of funded assets.

Unrestricted Reserves funds at 31st August 2025 stood at £987,097, and the return to a surplus position was a result of careful financial management.

The Trust plans to continue to build the unrestricted reserves over the coming years to a level that will provide sufficient working capital. Requests to utilise reserves are submitted for consideration to the Board's Finance and Resources Committee prior to schools making any commitment to spend, usually for one of the following reasons:

- delays between spending and receipt of grants,
- to support strategic development; and
- to provide a cushion to deal with unexpected emergencies and inflationary pressures.

At 31 August 2025 the total funds comprised:

Unrestricted		987,097
Restricted:	Fixed asset funds	83,056,212
	Other	nil

		84,043,309
		=====

b. Investment policy

The Trust works with its Bankers (Barclays PLC) to move any surplus funds to a deposit account. The deposit account is considered low risk and does not have a holding period.

No other investments are held.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

c. Principal risks and uncertainties

The Trust actively monitors and responded to risks and acts to minimise the impact of identified risks and uncertainties.

Key risk areas include staff resourcing, safeguarding, failure in governance and fraud and mis-management of funds. The Trust manages these risks by strong control over finances; increased roll; ensuring the highest standard are maintained in the areas of recruitment, selection, monitoring and development of staff; and ensuring compliance with regulations and best practice in all areas.

The Trust maintains a central risk register identifying the major risks, to which the Trust is exposed and identifying actions and procedures to mitigate those risks. This risk register is approved and monitored by the Audit and Risk committee with a review process undertaken prior to each meeting.

The Trust reports that the Trust's financial and internal controls conform to guidelines issued by the DfE, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and documented. It recognises that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Fundraising

The Academy Trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees. We raise donations for specific charities and to fundraise for the individual Academies through various events.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Streamlined energy and carbon reporting

The Group's greenhouse gas emissions and energy consumption are as follows:

	2025	2024
Energy consumption used to calculate emissions (kWh)	6,931,745	6,890,918
Energy consumption breakdown (kWh):		
Gas	5,131,928	5,229,522
Electricity	1,799,818	1,661,395
Scope 1 emissions (in tonnes of CO2 equivalent):		
Gas consumption	940	958
Total scope 1	940	958
Scope 2 emissions (in tonnes of CO2 equivalent):		
Purchased electricity	383	326
Total gross emissions (in tonnes of CO2 equivalent):	1,323	1,284
Intensity ratio:		
Tonnes of CO2 equivalent per pupil	0.30	0.30

The Group 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 Government’s Conversion Factors for Company Reporting

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

Key decarbonisation actions within the Trust include:

- Encourage and facilitate sustainable travel through actions such as travel plans and cycle scheme
- Energy conservation measures such as new windows and roof improvement plans
- External produced decarbonisation plans for all school sites
- Actively seeking grants to implement Decarbonisation measures such as boiler upgrades, LED lighting and solar panels.
- Encouraging healthy and sustainable canteen food choices
- Raising staff awareness and actively to minimise energy use

Plans for future periods

Our vision continues to be to serve the East of England as a leading educational organisation, focussed on world-class learning outcomes for all students. As ever, it is not our goal to ‘grow for growth’s sake’ or aim for a specific number of schools, but intend to grow sustainably, in line with our vision. We have expanded from 5 schools in 2020, to 8 schools plus an additional sixth form centre in 2025 and have the capacity and resource to continue and expand on this trajectory. We consider each opportunity based on our suitability: both in terms of our existing connections to local communities as well as remaining committed to only taking on projects we hold the expertise and capacity to deliver on.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Disclosure of information to auditor

Insofar as the Trustees are aware:

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

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the Company Directors, on December 12, 2025 and signed on its behalf by:



.....
David Warwick
Chair of Trustees

EASTERN LEARNING ALLIANCE
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GOVERNANCE STATEMENT

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that Eastern Learning Alliance has an effective and appropriate system of control, financial and otherwise.

However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can provide only reasonable and not absolute assurance against material misstatement or loss.

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

The Board of Trustees has delegated the day-to-day responsibility to the CEO as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Eastern Learning Alliance and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees 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.

Eastern Learning Alliance Register of Attendance

- The Trust Board has carried out a skills audit in year.
- Trustee roles were evaluated, and each school was assigned a link Trustee.
- A review of the Members will be conducted when: any Trustee resignations, the terms of office end, or every two years.
- Trustee roles are confirmed at the start of each academic year.

	Meetings attended	Out of a possible
Kate Brierton (resigned 29 April 2025)	4	4
Anne Constantine (resigned 26 September 2024)	1	1
Morag Morrison-Helme (resigned 18 March 2025)	0	3
Mary Sanders	6	6
Victoria Stubbs (resigned 31 August 2025)	4	6
Peter Thompson	6	6
Keith Thomson (resigned 31 August 2025)	5	6
David Warwick, Chair	6	6
Amy Weatherup	6	6
Sandhya Kawar	1	1
Lucy Scott, CEO	6	6
Jenna Bickley, Company Secretary	6	6
Mark Little, CFO	4	6
Ryan Kelsall, Deputy CEO	4	6
Rhiannon Evans-Ali, COO	5	6

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Finance and Resources Committee 2024-25 The purpose of this committee is to oversee all matters relating to ELA's financial, property and environmental responsibilities.

Attendance during the year at meetings was as follows:

	Meetings attended	Out of a possible
Mary Sanders	3	3
Victoria Stubbs	3	3
Peter Thompson (Chair)	3	3
Amy Weatherup	3	3
Lucy Scott	3	3
Jenna Bickley	3	3
Mark Little	2	3
John Sayer	3	3
Emma Wootton	3	3
Rhiannon Evans-Ali	1	1

The Remuneration and Talent Committee 2024-2025 is a sub-committee of the main Board of Trustees. The purpose of this committee is to set pay and remuneration, with a view to being fair, relevant and within budget.

Attendance during the year at meetings was as follows:

	Meetings attended	Out of a possible
Victoria Stubbs	3	3
Keith Thomson (Chair)	3	3
David Warwick	3	3
Lucy Scott	3	3
Jenna Bickley	3	3
Mark Little	2	2
Rhiannon Evans-Ali	2	2
Suzanne Izzard	3	3

The Audit and Risk Committee 2024-2025 acts for the Trustees in all matters relating to the ELA's risk management and health & safety responsibilities.

Attendance during the year at meetings was as follows:

	Meetings attended	Out of a possible
Mary Sanders	4	5
Victoria Stubbs (Chair)	5	5
Peter Thompson	5	5
David Warwick	5	5
Amy Weatherup	5	5
Lucy Scott	5	5
Jenna Bickley	5	5
Mark Little	4	5
John Sayer	3	3
Emma Wootton	5	5

EASTERN LEARNING ALLIANCE
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)**Conflicts of interest**

The Trust maintains an up to date and complete register of interests, with declarations of any interest a standing item on all agendas. There are no declared business interest from Trustees which are likely to impact on School or Trust spending. ELA Active is the only subsidiary company and comes under the same financial rules and regulations as all schools.

Review of value for money

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

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

1. Applying the four principles of best value (challenge, compare, consult, competition)
2. Applying those principles when making decisions about allocation and use of resources
3. Making comparisons with other/similar academies using available data to ensure the ELA's use of funds is at least in line with other similar organisations, or using such data to highlight areas for improvement
4. Challenging proposals, examining them for efficiency and cost
5. Reviewing staffing structures annually with each principal to ensure deployment is effective and best value for money
6. Considering best use of premises to ensure the best environment for teaching and learning and assessing opportunities to generate income.
7. Having clear processes for purchasing, with procedures for assessing need, and obtaining goods and services which provide best value in terms of suitability, efficiency, time and cost
8. Reviewing the quality of the environment in order to provide a safe working environment for pupils, staff and visitors

These areas are monitored for best value by:

1. Departmental reviews by the Principals and senior leadership teams
2. Target setting meetings between CEO and Principals
3. Annual performance management
4. Annual budget planning
5. Feedback from auditors (internal and external)
6. Analysis of individual academy performance data
7. Benchmarking across the Trust with similar schools
8. Trustee committee meetings

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The purpose of the system of internal control

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

Capacity to handle risk

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

The risk and control framework

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

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

The Board of Trustees has decided to buy-in an internal audit service from Scrutton Bland as internal Auditors.

The following areas have been the focus of internal scrutiny during the year:

Estates Management
Risk Management
Single Central Record

Throughout the year the auditors and internal scrutiny reports were submitted to the Board of Trustees to outlining the areas of review, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of effectiveness

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

- the work of the internal auditor and independent reviews,
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework,
- the work of the external auditor.

The Accounting Officer has been advised of the implications of the result of the review of the system of internal control by the Audit and Risk Committee and a plan to ensure continuous improvement of the systems are in place.

As Accounting Officer of Eastern Learning Alliance, I have considered my responsibility to notify the Academy Trust Board of Trustees and the DfE of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement between the Academy Trust 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 2024, including responsibilities for estates safety and management.

Conclusion

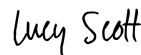
Based on the advice of the audit and risk committee and the accounting officer, the board of trustees is of the opinion that the academy trust has an adequate and effective framework for governance, risk management and control

Approved by order of the Members of the Board of Trustees and signed on their behalf by:



.....
David Warwick
Chair of Trustees

Date: December 12, 2025



.....
Lucy Scott
CEO and Accounting Officer

December 12, 2025

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Eastern Learning Alliance, I confirm that I have had due regard to the framework of authorities governing regularity, propriety and compliance, including the Trust's funding agreement with DfE, and the requirements of the Academy Trust Handbook, including responsibilities for estates safety and management. I have also considered my responsibility to notify the Academy Trust Board of Trustees and DfE of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management.

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

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

Lucy Scott

Lucy Scott
CEO and Accounting Officer
Date: December 12, 2025

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Academies Accounts Direction published by the Department for Education, 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 Group and the charitable company and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and 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 their conduct and operation the Group and the charitable company apply financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from DfE have been applied for the purposes intended.

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

Approved by order of the Members of the Board of Trustees and signed on its behalf by:



.....
David Warwick
Chair of Trustees

Date: December 12, 2025

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
EASTERN LEARNING ALLIANCE**

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF EASTERN LEARNING ALLIANCE (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

- the parent Academy has not kept adequate accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent Academy 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.

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF EASTERN LEARNING ALLIANCE (CONTINUED)

Responsibilities of Trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of entity staff to identify any instances of non-compliance with laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing internal audit reports; and
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

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

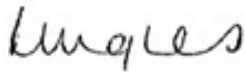
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's Report.

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
EASTERN LEARNING ALLIANCE (CONTINUED)**

Use of our report

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



Rebecca Hughes BSc(Hons) FCCA (Senior Statutory Auditor)

for and on behalf of MHA, Statutory Auditor

MHA

Northampton, United Kingdom

Date: 12 December 2025

MHA is the trading name of MHA Audit Services LLP, a limited liability partnership in England and Wales (registered number OC455542).

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO EASTERN LEARNING ALLIANCE AND THE SECRETARY OF STATE FOR EDUCATION

In accordance with the terms of our engagement letter dated 8 April 2025 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Eastern Learning Alliance during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes identified by Parliament and that the financial transactions do not conform to the authorities which govern them.

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

Respective responsibilities of Eastern Learning Alliance's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Eastern Learning Alliance's funding agreement with the Secretary of State for Education dated 23 January 2012 and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO EASTERN LEARNING ALLIANCE AND THE SECRETARY OF STATE FOR EDUCATION (CONTINUED)

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- reviewing the Minutes of the meetings of the Governing Body and other evidence made available to us, relevant to our consideration of regularity;
- a review of the objectives and activities of the Academy, with reference to the income streams and other information available to us as auditors of the Academy;
- testing of a sample of payroll payments to staff;
- testing of a sample of payments to suppliers and other third parties;
- consideration of governance issues; and
- evaluating the internal control procedures and reporting lines, testing as appropriate and making appropriate enquiries of the Accounting Officer.

Conclusion

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

MHA

MHA
Northampton
Statutory Auditor

Date: 12 December 2025

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:						
Donations and capital grants:	3					
Transfer in Vista Academy Littleport		-	-	-	-	15,335,724
Donations and capital grants		233,628	167,403	1,445,670	1,846,701	2,342,080
Other trading activities	5	3,896,474	-	-	3,896,474	3,526,413
Investments		-	260,000	-	260,000	185,000
Charitable activities	4	-	44,890,880	-	44,890,880	41,201,037
Other income		2,195,880	100,184	-	2,296,064	2,015,762
Total income		6,325,982	45,418,467	1,445,670	53,190,119	64,606,016
Expenditure on:						
Raising funds		1,393,685	813,044	-	2,206,729	2,105,679
Charitable activities	7	3,671,146	44,524,423	3,637,043	51,832,612	50,453,545
Total expenditure	6	5,064,831	45,337,467	3,637,043	54,039,341	52,559,224
Net income/(expenditure)		1,261,151	81,000	(2,191,373)	(849,222)	12,046,792
Transfers between funds	18	-	-	-	-	-
Net movement in funds before other recognised gains/(losses)		1,261,151	81,000	(2,191,373)	(849,222)	12,046,792
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	25	-	(81,000)	-	(81,000)	(47,000)
Net movement in funds		1,261,151	-	(2,191,373)	(930,222)	11,999,792

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND
EXPENDITURE ACCOUNT) (CONTINUED)**
FOR THE YEAR ENDED 31 AUGUST 2025

Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
Reconciliation of funds:					
Total funds brought forward	(274,054)	-	85,247,585	84,973,531	72,973,739
Net movement in funds	1,261,151	-	(2,191,373)	(930,222)	11,999,792
Total funds carried forward	987,097	-	83,056,212	84,043,309	84,973,531

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

The notes on pages 36 to 68 form part of these financial statements.

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07899393

CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	13	83,148,179	85,295,098
Current assets			
Stocks	14	4,083	6,282
Debtors	15	1,953,364	1,634,250
Cash at bank and in hand		3,182,519	1,713,793
		<u>5,139,966</u>	<u>3,354,325</u>
Current liabilities			
Creditors: amounts falling due within one year	16	(4,237,161)	(3,666,512)
Net current assets / liabilities		<u>902,805</u>	<u>(312,187)</u>
Total assets less current liabilities		<u>84,050,984</u>	<u>84,982,911</u>
Creditors: amounts falling due after more than one year	17	(7,675)	(9,380)
Total net assets		<u><u>84,043,309</u></u>	<u><u>84,973,531</u></u>
Funds of the Academy			
Restricted funds:			
Fixed asset funds	18	83,056,212	85,247,585
Restricted income funds	18	-	-
Total restricted funds	18	<u>83,056,212</u>	<u>85,247,585</u>
Unrestricted income funds	18	987,097	(274,054)
Total funds		<u><u>84,043,309</u></u>	<u><u>84,973,531</u></u>

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07899393

CONSOLIDATED BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2025

The financial statements on pages 29 to 68 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



.....
David Warwick
Chair of Trustees

Date: December 12, 2025

The notes on pages 36 to 68 form part of these financial statements.

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07899393

ACADEMY BALANCE SHEET
AS AT 31 AUGUST 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	13	83,056,212	85,247,584
Current assets			
Debtors	15	2,180,139	1,592,614
Cash at bank and in hand		2,873,001	1,563,846
		<u>5,053,140</u>	<u>3,156,460</u>
Current liabilities			
Creditors: amounts falling due within one year	16	(4,076,603)	(3,530,613)
Net current assets / liabilities		976,537	(374,153)
Total assets less current liabilities		84,032,749	84,873,431
Creditors: amounts falling due after more than one year	17	(7,675)	(9,380)
Total net assets		84,025,074	84,864,051
Funds of the Academy			
Restricted funds:			
Fixed asset funds	18	83,056,212	85,247,854
Total restricted funds	18	83,056,212	85,247,854
Unrestricted income funds			
Unrestricted funds	18	968,862	(383,803)
Total funds		84,025,074	84,864,051

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07899393

ACADEMY BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2025

The financial statements on pages 29 to 68 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



.....
David Warwick
Chair of Trustees

Date: December 12, 2025

The notes on pages 36 to 68 form part of these financial statements.

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash provided by operating activities	20	25,032	14,190,533
Cash flows from investing activities	22	1,415,611	(13,980,455)
Cash flows from financing activities	21	28,083	33,721
Change in cash and cash equivalents in the year		1,468,726	243,799
Cash and cash equivalents at the beginning of the year		1,713,793	1,469,994
Cash and cash equivalents at the end of the year	23, 24	3,182,519	1,713,793

The notes on pages 36 to 68 form part of these financial statements

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

1. Accounting policies

The Eastern Learning Alliance is a private company limited by guarantee, incorporated in England. Its registered number and address of registered office are detailed on page 1. The nature of the Academy Trust's operations and principal activity are detailed in the Trustees Report.

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

The financial statements are prepared in £ sterling, rounded to the nearest £1.

1.1 Basis of preparation of financial statements

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

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet, consolidate the financial statements of the Academy and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Academy has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

1.2 Going concern

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

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

1. Accounting policies (continued)

1.3 Income

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

• **Legacies**

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Group has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Group, can be reliably measured.

• **Grants**

Grants are included in the Consolidated 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 Consolidated Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

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

• **Sponsorship income**

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

• **Donations**

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

• **Other income**

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

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

1. Accounting policies (continued)

1.3 Income (continued)

• **Transfer of existing academies into the Group**

Where assets and liabilities are received on the transfer of an existing Academy into the Group, the transferred 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 Group. An equal amount of income is recognised for the transfer of an existing Academy into the Group within 'Income from Donations and Capital Grants' to the net assets acquired.

1.4 Expenditure

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

• **Expenditure on raising funds**

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

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Basis of consolidation

The financial statements consolidate the accounts of the Eastern Learning Alliance and all of its subsidiary undertaking ('subsidiaries').

1.6 Tangible fixed assets

All assets costing more than £5,000 for all entities in the Multi-Academy Trust are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
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1. Accounting policies (continued)

1.6 Tangible fixed assets (continued)

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	- 50 and 125 years straight line
Long-term leasehold land and property	- 50 and 125 years straight line
Furniture and equipment	- 5, 8 and 10 years straight line
Plant and machinery	- 5, 8 and 10 years straight line
Freehold land	- not depreciated

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 Consolidated Statement of Financial Activities.

1.7 Stocks

Stocks are valued at the lower of cost and net realisable value. Cost includes all direct costs.

1.8 Debtors

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

1.9 Cash at bank and in hand

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

1.10 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 Group anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.11 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

EASTERN LEARNING ALLIANCE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

1. Accounting policies (continued)

1.11 Financial instruments (continued)

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 16 and 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

1.12 Taxation

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

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

1.13 Operating leases

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

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

1. Accounting policies (continued)

1.14 Pensions

Retirement benefits to employees of the Group 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 Group 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 Group 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 Consolidated Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

1.15 Fund accounting

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

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

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

EASTERN LEARNING ALLIANCE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The pension scheme surplus is recognised in the balance sheet to the extent to which it can be recovered through reduce contributions in the future or through refunds to the plan. Further details in note 25.

3. Income from donations and capital grants

	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations	233,628	39,190	-	272,818	349,176
Acquisition of academy	-	-	-	-	15,335,724
Government grants	-	128,213	1,445,670	1,573,883	1,992,904
	<u>233,628</u>	<u>167,403</u>	<u>1,445,670</u>	<u>1,846,701</u>	<u>17,677,804</u>

EASTERN LEARNING ALLIANCE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

4. Funding for the Academy's charitable activities

	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Education operations			
General Annual Grant (GAG)	31,443,427	31,443,427	29,546,733
Other DfE grants			
Pupil Premium	1,228,687	1,228,687	1,174,918
16-19 allocations	3,143,375	3,143,375	2,637,536
Other DfE grants	575,737	575,737	791,287
Core school budget grant	1,204,265	1,204,265	1,154,024
Teachers pension grant	816,794	816,794	493,189
Teachers NI grant	203,587	203,587	-
Teachers pay grant	613,090	613,090	589,599
	<u>39,228,962</u>	<u>39,228,962</u>	<u>36,387,286</u>
Other Government grants			
Local authority grants	1,251,796	1,251,796	778,877
SEN funding	4,410,122	4,410,122	3,705,919
COVID-19 additional funding (DfE)			
COVID-19 Catchup Premium Funding	-	-	328,955
	<u>44,890,880</u>	<u>44,890,880</u>	<u>41,201,037</u>

5. Income from other trading activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Trading subsidiary income	2,388,857	2,388,857	2,085,013
School meal income	1,404,414	1,404,414	1,253,555
Hire of facilities	77,446	77,446	74,080
Other fundraising income	25,757	25,757	113,765
	<u>3,896,474</u>	<u>3,896,474</u>	<u>3,526,413</u>

EASTERN LEARNING ALLIANCE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

6. Expenditure

	Staff Costs 2025 £	Premises 2025 £	Other 2025 £	Total 2025 £	Total 2024 £
Expenditure on raising voluntary income:					
Direct costs	1,833,482	-	373,247	2,206,729	2,105,679
Education operations:					
Direct costs	31,965,407	-	4,674,814	36,640,221	34,535,402
Allocated support costs	7,705,056	4,484,604	3,002,731	15,192,391	15,918,143
	<u>41,503,945</u>	<u>4,484,604</u>	<u>8,050,792</u>	<u>54,039,341</u>	<u>52,559,224</u>

In 2025, of the total expenditure £5,064,831 (2024: £7,045,501) was from unrestricted funds, £45,337,467 (2024: £41,339,037) was from restricted funds and £3,637,043 (2024: £4,174,686) was from restricted fixed asset funds.

Expenditure on raising voluntary income was £1,393,685 (2024: £582,617) from unrestricted funds, £813,044 (2024: £1,510,232) from restricted funds and £Nil (2024: £16,330) was from restricted fixed asset funds.

7. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Education operations	<u>36,640,221</u>	<u>15,192,391</u>	<u>51,832,612</u>	<u>50,453,545</u>

EASTERN LEARNING ALLIANCE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

7. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Education operations 2025 £	Total funds 2025 £	Total funds 2024 £
Pension finance costs	-	-	185,000
Staff costs	31,965,407	31,965,407	28,801,523
Technology costs	172,826	172,826	76,727
Educational supplies	3,002,147	3,002,147	3,415,674
Examination fees	513,208	513,208	500,815
Staff development	75,141	75,141	85,780
Educational consultancy	648,108	648,108	421,017
Other direct costs	34,045	34,045	34,552
Recruitment and support	200,025	200,025	980,086
Other support costs	29,314	29,314	34,228
Total 2025	<u>36,640,221</u>	<u>36,640,221</u>	<u>34,535,402</u>
Total 2024	<u>34,535,402</u>	<u>34,535,402</u>	

EASTERN LEARNING ALLIANCE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Education operations 2025 £	Total funds 2025 £	Total funds 2024 £
Pension finance income	-	-	(185,000)
Staff costs	7,705,056	7,705,056	7,755,271
Depreciation	2,305,191	2,305,191	2,597,721
Technology costs	612,881	612,881	564,576
Staff development	5,986	5,986	11,227
Recruitment and support	7,842	7,842	25,333
Maintenance of premises & equipment	797,012	797,012	1,315,326
Cleaning	225,182	225,182	90,318
Rent and rates	338,096	338,096	96,448
Energy costs	1,008,880	1,008,880	1,157,193
Insurance	182,064	182,064	120,464
Security and transport	60,095	60,095	48,073
Catering	1,028,444	1,028,444	1,086,440
Loss on disposal of fixed assets	12,200	12,200	-
Other support costs	903,462	903,462	1,234,753
	<u>15,192,391</u>	<u>15,192,391</u>	<u>15,918,143</u>

8. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2025 £	2024 £
Operating lease rentals	248,869	243,085
Depreciation of tangible fixed assets	2,305,191	2,597,721
Fees paid to auditor for:		
- audit	61,000	52,000
- other services	10,000	13,625
	<u>268,869</u>	<u>319,325</u>

EASTERN LEARNING ALLIANCE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

9. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	Group 2025 £	Group 2024 £	Academy 2025 £	Academy 2024 £
Wages and salaries	30,423,856	28,677,867	29,476,101	27,647,928
Social security costs	3,179,148	2,687,628	3,107,760	2,626,037
Pension costs	7,398,804	6,384,018	7,287,604	6,282,829
	41,001,808	37,749,513	39,871,465	36,556,794
Agency staff costs	189,692	875,071	189,692	875,071
Staff restructuring costs	312,445	111,417	312,445	111,417
	41,503,945	38,736,001	40,373,602	37,543,282

Staff restructuring costs comprise:

	Group 2025 £	Group 2024 £	Academy 2025 £	Academy 2024 £
Redundancy payments	237,967	2,100	237,967	2,100
Severance payments	74,478	109,317	74,478	109,317
	312,445	111,417	312,445	111,417

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

9. Staff (continued)

b. Special staff severance payments

Included in staff restructuring costs are special severance payments totalling £312,445 (2024: £111,417). Individually, the payments were: £758, £1,018, £2,094, £2,115, £2,800, £2,876, £2,899, £3,723, £4,314, £4,679, £4,965, £7,804, £9,347, £10,000, £11,000, £11,212, £11,905, £12,808, £15,557, £18,169, £23,741, £27,300, £30,485, £42,224 and £48,652.

c. Staff numbers

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

	Group 2025 No.	Group 2024 No.
Teachers	453	428
Admin and support	646	327
Management	23	13
	1,122	768

d. Higher paid staff

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

	Group 2025 No.	Group 2024 No.
In the band £60,001 - £70,000	47	28
In the band £70,001 - £80,000	17	10
In the band £80,001 - £90,000	12	7
In the band £90,001 - £100,000	3	2
In the band £120,001 - £130,000	-	1
In the band £130,001 - £140,000	1	1
In the band £140,001 - £150,000	1	-
In the band £170,001 - £180,000	-	1
In the band £180,001 - £190,000	1	-

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

9. Staff (continued)

d. Higher paid staff (continued)

The above banding states employee remuneration before pension contributions from the employer. Seventy four (2024: forty six) of the above employees participated in the Teachers' Pension Scheme in the year ended 31 August 2025, pension contributions for these employees amounted to £1,464,776 (2024: £846,717). The other eight (2024: four) employees participated in the Local Government Pension Scheme. Pension contributions for these employees amounted to £105,657 (2024: £48,541).

e. Key management personnel

The key management personnel of the Group comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Group was £2,207,370 (2024: £1,866,519).

10. Central services

The Group has provided the following central services to its academies during the year:

- Day to day on the ground school improvement support from CEO & DCEO
- Human Resources support
- All financial services
- Communications, marketing and PR
- Complaints management
- GDPR and compliance management
- Legal services
- Health & safety audits
- Estates maintenance and site resource
- Leadership via Trust leads with provision of:
 - Safeguarding
 - Behaviour
 - Attendance
 - Pupil premium
 - SEND
 - Data
 - PSHE
 - Equality and diversity
 - Student experiences
 - Literacy

The Group charges for these services on the following basis:

Between 5%-10% of GAG income of each Academy in the Multi-Academy Trust or based on requirements of the Multi-Academy Trust.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

10. Central services (continued)

The actual amounts charged during the year were as follows:

	2025 £	2024 £
Impington Village College	620,548	502,824
Witchford Village College	351,565	252,168
Chesterton Community College	496,365	374,028
Downham Market Academy	588,683	429,240
Girton Glebe Primary School	65,340	49,836
The Cavendish School	214,571	146,040
Cambridge Maths School	67,033	55,212
Vista Academy Littleport	234,871	202,080
Total	2,638,976	2,011,428

11. Trustees' remuneration and expenses

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

		2025 £	2024 £
Lucy Scott, CEO	Remuneration	185,000 -	175,000 -
		190,000	180,000
	Pension contributions paid	50,000 -	45,000 -
		55,000	50,000

During the year ended 31 August 2025, expenses totalling £3,343 were reimbursed (2024 - £5,033).

12. Trustees' and Officers' insurance

In accordance with normal commercial practice, the Group has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

13. Tangible fixed assets

Group

	Freehold property £	Long-term leasehold property £	Furniture and equipment £	Plant and machinery £	Total £
Cost or valuation					
At 1 September 2024	38,610,817	53,523,978	1,311,319	4,241,272	97,687,386
Additions	-	-	123,326	47,146	170,472
Disposals	-	-	(34,911)	(360,679)	(395,590)
At 31 August 2025	<u>38,610,817</u>	<u>53,523,978</u>	<u>1,399,734</u>	<u>3,927,739</u>	<u>97,462,268</u>
Depreciation					
At 1 September 2024	3,940,152	4,363,958	1,018,960	3,069,218	12,392,288
Charge for the year	637,017	1,446,043	3,269	218,862	2,305,191
On disposals	-	-	(34,911)	(348,479)	(383,390)
At 31 August 2025	<u>4,577,169</u>	<u>5,810,001</u>	<u>987,318</u>	<u>2,939,601</u>	<u>14,314,089</u>
Net book value					
At 31 August 2025	<u><u>34,033,648</u></u>	<u><u>47,713,977</u></u>	<u><u>412,416</u></u>	<u><u>988,138</u></u>	<u><u>83,148,179</u></u>
At 31 August 2024	<u><u>34,670,665</u></u>	<u><u>49,160,020</u></u>	<u><u>292,359</u></u>	<u><u>1,172,054</u></u>	<u><u>85,295,098</u></u>

Included in freehold property is freehold land at valuation of £9,981,058 (2024: £4,166,000) which is not depreciated.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

13. Tangible fixed assets (continued)

Academy

	Freehold property £	Long-term leasehold property £	Furniture and equipment £	Plant and machinery £	Total £
Cost or valuation					
At 1 September 2024	38,610,817	53,523,978	1,136,663	4,048,501	97,319,959
Additions	-	-	58,746	47,146	105,892
Disposals	-	-	(34,911)	(360,679)	(395,590)
At 31 August 2025	<u>38,610,817</u>	<u>53,523,978</u>	<u>1,160,498</u>	<u>3,734,968</u>	<u>97,030,261</u>
Depreciation					
At 1 September 2024	3,940,152	4,363,958	863,313	2,904,952	12,072,375
Charge for the year	637,017	1,446,043	-	202,004	2,285,064
On disposals	-	-	(34,911)	(348,479)	(383,390)
At 31 August 2025	<u>4,577,169</u>	<u>5,810,001</u>	<u>828,402</u>	<u>2,758,477</u>	<u>13,974,049</u>
Net book value					
At 31 August 2025	<u><u>34,033,648</u></u>	<u><u>47,713,977</u></u>	<u><u>332,096</u></u>	<u><u>976,491</u></u>	<u><u>83,056,212</u></u>
At 31 August 2024	<u><u>34,670,665</u></u>	<u><u>49,160,020</u></u>	<u><u>273,350</u></u>	<u><u>1,143,549</u></u>	<u><u>85,247,584</u></u>

Included in freehold property is freehold land at valuation of £9,981,058 (2024: £4,166,000) which is not depreciated.

14. Stocks

	Group 2025 £	Group 2024 £
Goods for resale	<u><u>4,083</u></u>	<u><u>6,282</u></u>

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NOTES TO THE FINANCIAL STATEMENTS
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15. Debtors

	Group 2025	Group 2024	Academy 2025	Academy 2024
	£	£	£	£
Due within one year				
Trade debtors	515,564	206,829	486,395	190,199
Amounts owed by group undertakings	-	-	292,731	-
Other debtors	417,931	533,950	405,775	513,944
Prepayments and accrued income	1,019,869	893,471	995,238	888,471
	1,953,364	1,634,250	2,180,139	1,592,614

16. Creditors: Amounts falling due within one year

	Group 2025	Group 2024	Academy 2025	Academy 2024
	£	£	£	£
Other loans	41,500	67,878	41,500	67,878
Trade creditors	1,356,457	1,699,437	1,307,172	1,651,758
Other taxation and social security	606,819	604,087	592,951	604,087
Other creditors	1,150,725	656,067	1,139,604	649,730
Accruals and deferred income	1,081,660	639,043	995,376	557,160
	4,237,161	3,666,512	4,076,603	3,530,613

	Group 2025	Group 2024	Academy 2025	Academy 2024
	£	£	£	£
Deferred income at 1 September	400,220	341,957	356,195	320,123
Resources deferred during the year	570,046	400,220	520,359	356,195
Amounts released from previous periods	(400,220)	(341,957)	(356,195)	(320,123)
	570,046	400,220	520,359	356,195

Deferred income is made up of school trip income of £247,682 (2024: £351,195) and other income of £322,684 (2024: £49,025).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

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

	Group 2025 £	Group 2024 £	Academy 2025 £	Academy 2024 £
Other loans	7,675	9,380	7,675	9,380

Salix loans of £49,175 (2024: £77,259) relate to 4 (2024: 6) Salix loans given as part of the CIF funding.

18. Statement of funds

	Balance at 1 September 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2025 £
Unrestricted funds					
General Funds - all funds	(274,054)	6,325,982	(5,064,831)	-	987,097
Restricted general funds					
General Annual Grant (GAG)	-	31,443,427	(31,443,427)	-	-
Pupil Premium	-	1,228,687	(1,228,687)	-	-
Other Restricted Funds	-	12,486,353	(12,486,353)	-	-
Pension reserve	-	260,000	(179,000)	(81,000)	-
	-	45,418,467	(45,337,467)	(81,000)	-

EASTERN LEARNING ALLIANCE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

18. Statement of funds (continued)

Restricted fixed asset funds

NBV of fixed assets	85,247,585	-	(2,191,373)	-	83,056,212
Unspent Capital Grants	-	1,445,670	(1,445,670)	-	-
	85,247,585	1,445,670	(3,637,043)	-	83,056,212
Total Restricted funds	85,247,585	46,864,137	(48,974,510)	(81,000)	83,056,212
Total funds	84,973,531	53,190,119	(54,039,341)	(81,000)	84,043,309

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

The unrestricted general fund has been created to recognise the incoming and outgoing resources in respect of activities undertaken by the Academy Trust which fall outside the scope of its core activities, at the disposal of the Trustees.

The General Annual Grant (GAG) represents the core funding for the educational activities of the school that has been provided to the Academy Trust via the Department for Education (DfE). The GAG fund has been established because the GAG must be used for the normal running costs of the Academy Trust.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to limits on the amount of GAG that it could carry forward at 31 August 2025.

The other restricted funds relate to various school and educational activities which are not funded by the GAG.

The Pension reserve has been created to separately identify the pension deficit inherited from the Local Authority upon conversion to Academy status, and through which all the pension scheme movements are recognised.

The restricted fixed asset fund was predominately from funds inherited on conversion from Cambridgeshire County Council local authority, capital grants received for the acquisition of fixed assets and schools donated into the Trust. Depreciation of tangible fixed assets is also allocated to this fund.

EASTERN LEARNING ALLIANCE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

18. Statement of funds (continued)

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

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2024 £
Unrestricted funds					
General Funds - all funds	776,698	5,994,749	(7,045,501)	-	(274,054)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Restricted general funds					
General Annual Grant (GAG)	-	29,546,733	(29,546,733)	-	-
Pupil Premium	-	1,174,198	(1,174,198)	-	-
Other Restricted Funds	-	10,480,106	(10,480,106)	-	-
Teaching School	-	-	-	-	-
Pension reserve	-	185,000	(138,000)	(47,000)	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	-	41,386,037	(41,339,037)	(47,000)	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Restricted fixed asset funds					
NBV of fixed assets	71,919,460	15,793,940	(2,465,815)	-	85,247,585
Unspent Capital Grants	277,581	1,431,290	(1,708,871)	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	72,197,041	17,225,230	(4,174,686)	-	85,247,585
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total Restricted funds	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	72,197,041	58,611,267	(45,513,723)	(47,000)	85,247,585
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total funds	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	72,973,739	64,606,016	(52,559,224)	(47,000)	84,973,531
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

EASTERN LEARNING ALLIANCE
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

18. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2025 were allocated as follows:

	2025	2024
	£	£
Impington Village College	536,040	204,373
Witchford Village College	(155,679)	(338,929)
Eastern Learning Alliance (Central Services)	419,384	154,922
ELA Active Limited	18,235	9,355
Girton Glebe Primary School	(582,321)	(514,993)
Chesterton Community College	276,627	170,695
Downham Market Academy	(50,517)	(374,039)
The Cavendish Academy	449,313	271,102
Cambridge Maths School	(39,823)	111,099
Vista Academy Littleport	115,838	32,361
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	987,097	(274,054)
Restricted fixed asset fund	83,056,212	85,247,585
	<hr/>	<hr/>
Total	84,043,309	84,973,531
	<hr/> <hr/>	<hr/> <hr/>
		Deficit
		£
Witchford Village College		(155,679)
Girton Glebe Primary School		(582,321)
Downham Market Academy		(50,517)
Cambridge Maths School		(39,823)
		<hr/> <hr/>

EASTERN LEARNING ALLIANCE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

18. Statement of funds (continued)

It is undoubtedly a real positive that against a challenging financial backdrop our overall Trust financial position looking to the future remains positive, and we continue to progress towards accruing robust reserves. A number of unforeseen major spending implications precipitated a range of in-year budgeting decisions which ensure we return to a strong financial position in terms of reserves by August 2025. Given the economic background we are working against, we are delighted that we continue to ensure significant school improvements and investment.

Our excellent outcomes across all schools and colleges make us one of the top performing Trusts in the country: communities can be certain that sending children to ELA schools gives them excellent life chances, in terms of outcomes and their wider school experience, when compared with state schools nationally. We are consistently called upon by the DfE to support others and attend focus groups due to our reputation as a strong Trust in the region. We look forward to building on this position both in terms of school outcomes and experience, and financial strength as we move through the academic year ahead.

Academies in Deficit

Downham Market Academy

Downham Market Academy's cumulative deficit position reduced from £374,039 last year to £50,517 this year and is budgeted to return to surplus by August 2026. Its budget has been very carefully managed to ensure appropriate savings, income increases and efficiencies are found across the full range of budget areas. Downham Market Academy continues to improve in terms of provision and outcomes.

Girton Glebe Primary School

The Trust continued to invest in Girton Glebe during 2024/25. Significant improvements continue to be made to the site and teaching resources. The additional investment to date has led to a 'Good' Ofsted inspection which highlighted the excellent Trust leadership and approach, as well as outstanding outcomes data for year 6 students, which in turn continues to improve student numbers. We expect Girton to return to an in-year surplus over the next 2-3 years, particularly given the steady increase we continue to see in admission numbers thanks to the strong provision offered at the school.

Witchford Village College

The deficit arose due to additional investment during 2023/24 to strengthen the provision and outcomes at Witchford Village College, which has in turn improved its student numbers and resulted in an in-year surplus during 2025/26. Witchford Village College's current deficit position reduced from £338,929 last year to £155,679 this year and is budgeted to return to an overall cumulative surplus within the next 2 years.

Cambridge Maths School

Cambridge Maths School required additional investment during 2024/25, due to it being a new school (2025/26 was its second year) with relatively low student numbers that are constrained by the building. Student numbers have increased in 2025/26 and we expect a small in-year surplus. We are also exploring ways to further increase student numbers in future years.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

18. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs	Other support staff costs	Educational supplies	Other costs excluding depreciation	Total 2025	Total 2024
	£	£	£	£	£	£
Impington Village College	8,532,277	1,489,992	300,137	1,653,266	11,975,672	12,496,162
Witchford Village College	4,135,518	859,092	161,740	1,008,332	6,164,682	5,915,626
Eastern Learning Alliance (Central Services)	624,108	1,258,822	7,667	1,119,778	3,010,375	2,768,389
ELA Active Limited	-	1,196,026	-	480,906	1,676,932	1,701,416
Girton Glebe Primary School	914,092	167,262	18,650	235,761	1,335,765	1,405,185
Chesterton Community College	6,509,776	959,297	348,251	1,440,812	9,258,136	8,815,594
Downham Market Academy	6,155,951	1,716,001	424,287	1,084,693	9,380,932	9,014,923
The Cavendish School	2,396,015	282,170	184,167	420,995	3,283,347	2,998,138
Cambridge Maths School	977,283	139,532	98,487	490,583	1,705,885	931,436
Vista Academy Littleport	2,507,615	628,310	80,279	726,220	3,942,424	3,914,634
Academy	32,752,635	8,696,504	1,623,665	8,661,346	51,734,150	49,961,503

EASTERN LEARNING ALLIANCE
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NOTES TO THE FINANCIAL STATEMENTS
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19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £
Tangible fixed assets	91,967	-	83,056,212	83,148,179
Current assets	895,130	4,244,836	-	5,139,966
Creditors due within one year	-	(4,237,161)	-	(4,237,161)
Creditors due in more than one year	-	(7,675)	-	(7,675)
Total	987,097	-	83,056,212	84,043,309

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	47,513	-	85,247,585	85,295,098
Current assets	(321,567)	3,675,892	-	3,354,325
Creditors due within one year	-	(3,666,512)	-	(3,666,512)
Creditors due in more than one year	-	(9,380)	-	(9,380)
Total	(274,054)	-	85,247,585	84,973,531

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

20. Reconciliation of net (expenditure)/income to net cash flow from operating activities

	2025	2024
	£	£
Net (expenditure)/income for the year (as per Statement of Financial Activities)	(849,222)	12,046,792
Adjustments for:		
Depreciation	2,305,191	2,597,721
Capital grants from DfE and other capital income	(1,573,883)	(1,992,904)
Defined benefit pension scheme cost less contributions payable	179,000	138,000
Defined benefit pension scheme finance (income)/cost	(260,000)	(185,000)
Decrease/(increase) in stocks	2,199	(701)
Increase in debtors	(318,725)	(149,656)
Increase in creditors	540,472	1,736,281
Net cash provided by operating activities	25,032	14,190,533

21. Cash flows from financing activities

	Group	Group
	2025	2024
	£	£
Repayments of borrowing	28,083	33,721
Net cash provided by financing activities	28,083	33,721

22. Cash flows from investing activities

	Group	Group
	2025	2024
	£	£
Purchase of tangible fixed assets	(170,472)	(741,033)
Loss on the sale of tangible fixed assets	12,200	-
Capital grants from DfE Group	1,573,883	1,992,904
Acquisition of Academies	-	(15,232,326)
Net cash provided by/(used in) investing activities	1,415,611	(13,980,455)

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

23. Analysis of cash and cash equivalents

	Group 2025	Group 2024
	£	£
Cash in hand and at bank	3,182,519	1,713,793

24. Analysis of changes in net debt

	At 1 September 2024	Cash flows	At 31 August 2025
	£	£	£
Cash at bank and in hand	1,713,793	1,468,726	3,182,519
Debt due within 1 year	(67,878)	26,378	(41,500)
Debt due after 1 year	(9,380)	1,705	(7,675)
	1,636,535	1,496,809	3,133,344

25. Pension commitments

The Academy's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Cambridgeshire county council. Both 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 £592,951 were payable to the schemes at 31 August 2025 (2024 - £596,976) and are included within creditors.

Introduction

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

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

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

25. Pension commitments (continued)

The Teachers' Pension Budgeting and Valuation Account

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

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

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

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

The employer's pension costs paid to TPS in the year amounted to £5,679,804 (2024 - £5,007,018).

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

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

EASTERN LEARNING ALLIANCE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

25. Pension commitments (continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate Trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £2,088,000 (2024 - £1,673,000), of which employer's contributions totalled £1,540,000 (2024 - £1,239,000) and employees' contributions totalled £548,000 (2024 - £434,000). The agreed contribution rates for future years are 19.4 and 17.4 per cent for employers and 5.5-12.5 per cent for employees.

As described in note 1.14 the LGPS obligation relates to the employees of the Academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

Principal actuarial assumptions

	2025	2024
	%	%
Rate of increase in salaries	3.20	3.15
Rate of increase for pensions in payment/inflation	2.70	2.65
Discount rate for scheme liabilities	6.05	5.00
Commutation of pensions to lump sums	51.00	51.00

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

	2025	2024
	Years	Years
Retiring today		
Males	20.9	20.3
Females	24.5	24.6
Retiring in 20 years		
Males	22.2	21.9
Females	25.8	25.9

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

25. Pension commitments (continued)

Sensitivity analysis

	2025	2024
	£000	£000
Discount rate +0.1%	562	636
Discount rate -0.1%	(562)	(636)
Mortality assumption - 1 year increase	1,017	1,094
Mortality assumption - 1 year decrease	(1,017)	(1,094)
CPI rate +0.1%	570	652
CPI rate -0.1%	(570)	(652)

Share of scheme assets

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

	At 31	At 31 August
	August 2025	2024
	£	£
Equities	21,931,000	18,516,000
Bonds	9,236,000	8,476,000
Property	5,873,000	4,890,000
Cash and other liquid assets	853,000	717,000
Total market value of assets	37,893,000	32,599,000

The actual return on scheme assets was £2,118,000 (2024 - £3,107,000).

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

	2025	2024
	£	£
Current service cost	1,619,000	1,377,000
Past service cost	100,000	-
Interest income	1,745,000	1,502,000
Interest cost	(1,485,000)	(1,317,000)
Total amount recognised in the Consolidated Statement of Financial Activities	1,979,000	1,562,000

EASTERN LEARNING ALLIANCE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

25. Pension commitments (continued)

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

	2025 £	2024 £
At 1 September	32,599,000	28,269,000
Current service cost	1,619,000	1,377,000
Past service cost	100,000	-
Transferred in on existing academies joining the Trust	1,545,000	-
Interest cost	1,485,000	1,317,000
Employee contributions	548,000	434,000
Actuarial losses	454,000	1,652,000
Benefits paid	(457,000)	(450,000)
	<u>37,893,000</u>	<u>32,599,000</u>

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

	2025 £	2024 £
At 1 September	32,599,000	28,269,000
Transferred in on existing academies joining the Trust	1,545,000	-
Return on assets	1,745,000	1,502,000
Actuarial gains	373,000	1,605,000
Employer contributions	1,540,000	1,239,000
Employee contributions	548,000	434,000
Benefits paid	(457,000)	(450,000)
	<u>37,893,000</u>	<u>32,599,000</u>

Total remeasurements recognised in Other Comprehensive Income:

	2025 £	2024 £
Changes in financial assumptions	(6,567,000)	(795,000)
Changes in demographic assumptions	105,000	(55,000)
Other remeasurements	6,543,000	897,000
	<u>81,000</u>	<u>47,000</u>

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FOR THE YEAR ENDED 31 AUGUST 2025

The amounts recognised in the Balance Sheet are as follows:

	2025	2024
	£	£
Present value of funded obligations	(25,402,000)	(27,374,000)
Fair value of scheme assets	37,893,000	32,599,000
Surplus not recognised - asset ceiling	(12,491,000)	(5,225,000)
Defined benefit pension liability	-	-

26. Operating lease commitments

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

	Group	Group	Academy	Academy
	2025	2024	2025	2024
	£	£	£	£
Not later than 1 year	236,470	331,115	236,470	331,115
Later than 1 year and not later than 5 years	320,431	450,624	320,431	450,624
Later than 5 years	571,976	815,896	571,976	815,896
	1,128,877	1,597,635	1,128,877	1,597,635

27. Members' liability

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

EASTERN LEARNING ALLIANCE
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

28. Related party transactions

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

The following related party transactions took place in the period of account:

During the year £1,056 (2024: £25,488) was paid to YMCA Trinity Group in relation to counselling sessions for staff and teachers, where Trustee Mary Sanders is one of many Directors. The Trustee was not involved in the discussions relating to this expenditure, which is conducted on normal commercial terms.

During the year £18,840 (2024: £Nil) was received from the University of Cambridge in relation to consultancy, where Trustee Amy Weatherup is an employee. They also paid £1,286 (2024: £Nil) to the University of Cambridge for consultancy. The Trustee was not involved in the discussions relating to this transaction, which is conducted on normal commercial terms.

No further related party transactions took place in the year, other than certain Trustees' remuneration and expenses already disclosed in note 11.

29. Principal subsidiaries

Subsidiary name	ELA Active Limited
Company registration number	07912900
Basis of control	Guarantee
Equity shareholding %	N/A
Total assets as at 31 August 2025	£471,524
Total liabilities as at 31 August 2025	£(453,289)
Total equity as at 31 August 2025	£18,235
Turnover for the year ended 31 August 2025	£2,335,857
Other operating income for the year ended 31 August 2025	£53,000
Expenditure for the year ended 31 August 2025	£(1,945,414)
Profit for the year ended 31 August 2025	£443,443



MHA
1 The Forum
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To Whom it may concern

MANAGEMENT REPRESENTATION LETTER

This representation letter is provided in connection with your audit of the financial statements of *Eastern Learning Alliance*, and as relevant to your assurance engagement on regularity, for the year ended 31 August 2025. We note that your audit was performed for the purpose of expressing an opinion as to whether the financial statements give a true and fair view of the financial position of *Eastern Learning Alliance* as of 31 August 2025 and of the results of its operations for the year then ended in accordance with the United Kingdom Generally Accepted Accounting Practice (UK GAAP) financial reporting framework and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

We confirm to the best of our knowledge and belief that the following representations are made on the basis of having made appropriate enquiries of other trustees and officials of the Academy Trust with relevant knowledge and experience (and, where appropriate, of inspection of supporting documentation) sufficient to satisfy ourselves that the following representations can be properly given to you in connection with your audit of the Academy Trust's financial statements.

1. General

We have fulfilled our responsibilities as trustees, as set out in the terms of your engagement letter dated *08 April 2025* under the Companies Act 2006 for preparing financial statements which give a true and fair view in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice) and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education and for making accurate representations to you.

All the accounting records have been made available to you for the purpose of your audit and regularity assurance engagement and all the transactions undertaken by the Academy Trust have been properly reflected and recorded in the accounting records.

We have provided you with:

- access to all information of which we are aware that is relevant to the preparation of the financial statements such as records, documentation and other matters, including minutes of trustees', members' and management meetings, and correspondence with the Department for Education and the Charity Commission;
- additional information that you have requested from us for the purpose of your audit; and
- unrestricted access to all appropriate persons within the Academy Trust from whom you determined it necessary to obtain audit evidence.





We have not withheld any information, the knowledge of which could cause you to take a materially different view in your report.

The financial statements are free of material misstatements, including omissions.

2. We note that the requirements of the Financial Reporting Council's Ethical Standard apply to this engagement. We acknowledge receipt of your Audit Planning Letter addressing ethical threats and any required safeguards to ensure your independence and objectivity. There have been no subsequent changes and we are not aware of any further matters which may impact auditor independence and objectivity.
3. **Internal control and fraud**
We acknowledge our responsibility for the design, implementation and maintenance of internal control systems to prevent and detect fraud and error and which conform to the requirements of both propriety and good financial management and we believe that we have appropriately fulfilled these responsibilities. We have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.
4. We are not aware of any actual, suspected or alleged instances of fraud affecting the Academy Trust involving management, employees who have a significant role in internal control or others where the fraud could have a material effect on the financial statements.
5. We confirm we have disclosed to you all information in relation to allegations of fraud or suspected fraud affecting the Academy Trust's financial statements communicated by current or former employees, analysts, regulators or others.
6. **Going concern**
We believe that the Academy Trust's financial statements should be prepared on a going concern basis on the grounds that current and future sources of funding or support will be adequate for the Academy Trust's needs. We also confirm our plans for future action(s) required to enable the Academy Trust to continue as a going concern are feasible. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the Academy Trust's ability to continue as a going concern need to be made in the financial statements.
7. **Law and regulations**
We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial statements.
8. **Assets and liabilities**
The Academy Trust has satisfactory title to all assets and there are no liens or encumbrances on the Academy Trust's assets, except for those that are disclosed in the notes to the financial statements.
9. We have recorded or disclosed, as appropriate, all liabilities, both actual and contingent and have disclosed in the notes to the financial statements all guarantees that we have given to third parties.





10. We have no plans or intentions that may materially alter the carrying value, and where relevant, the fair value measurements or classification of assets and liabilities reflected in the financial statements.

11. Accounting estimates

The methods, data and significant assumptions used by us in making accounting estimates, and their related disclosures, are appropriate to achieve recognition, measurement and disclosure that is reasonable in the context of applicable financial reporting framework.

12. Loans and arrangements with officers

The Academy Trust has not granted any advances or credits to, or made guarantees on behalf of, directors or trustees other than those disclosed in the financial statements.

13. Legal claims

We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for, and disclosed in, the financial statements.

14. Transactions with related parties

Related party relationships and transactions comply with the Academy Trust's financial regulations, relevant requirements of the Academy Trust Handbook and have been appropriately accounted for and disclosed in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with the requirements of the Companies Act 2006, the Charities SORP (FRS 102) and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education

We confirm that there are no related party transactions for trustees who have resigned prior to the year end and for whom no related party questionnaire is available.

15. Subsequent Events

All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed.

16. Grants and donations

Grants made by the Department for Education have been applied for the purposes intended and the Accounting Officer has ensured regular and proper use and value for money of monies received from Government.

All grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions during the period in the application of such income.

17. Stock

We confirm that there is no stock of a material value which should be disclosed in the financial statements.





18. Audit Adjustments

We confirm the financial statements are free from material misstatements, including omissions. We have not made adjustments for the judgemental differences identified by your audit, as listed in Appendix 1, because the effects of are immaterial, both individually and in aggregate, to the financial statements as a whole and we believe these to be points of judgement.

We have made adjustments as listed in appendix 2, as instructed by you.

19. GAG abatement / other funding clawback

We confirm that we are not aware of any future, potential or actual clawback of grant income received during the year ended 31 August 2025 or prior periods, by the Department for Education or any other funding bodies other than those already identified to you.

20. Local Government Pension Scheme Actuarial Report

The actuarial report for the local government pension scheme at 31 August 2025 shows an actuarial surplus which may have resulted in a pension asset at the same date. However, following our discussions with actuaries and further considerations, an asset ceiling has been implemented and no pension asset recognised. We have made further narrative in the Trustees' Report and in the note on judgements to adequately reflect the impact of inflation and bond rates on future contributions, together with considerations on any relevant reductions in contributions in the foreseeable future.

21. We acknowledge our legal responsibilities regarding disclosure of information to you as auditors and confirm that:

- so far as each trustee/director is aware, there is no relevant audit information of which you as auditors are unaware, and
- each trustee/director has taken all the steps that they ought to have taken as a director to make themselves aware of any relevant audit information and to establish that you are aware of that information.
- we confirm that so far as we are aware, there is no relevant other information needed by you in connection with preparing your reporting accountant's assurance report on regularity of which you are unaware.
- We have informed you of all documents that we expect to issue comprising other information and that information included therein is consistent with the financial statements and does not contain any material misstatements

Yours faithfully

A handwritten signature in blue ink, appearing to read 'Swarick', is written over a dotted horizontal line.

Chair of Trustees

December 12, 2025

Signed on behalf of the Trustees

Date of approval of accounts by Board: 11/12/2025

A handwritten signature in black ink, appearing to read 'Lucy Scott', is written over a dotted horizontal line.

Accounting Officer

December 12, 2025





Appendix 1

Eastern Learning Alliance
YEAR ENDED: 31 August 2025

SCHEDULE OF UNADJUSTED ITEMS ABOVE TRIVIALITY

	JE Ref. #	Description	Assets	Liabilities	Equity	Income	Expenditure
			Increase/ (Decrease)	(Increase)/ Decrease	(Increase)/ Decrease	Loss/ (Profit)	Loss/ (Profit)
Factual							
		<i>No errors of this nature identified</i>					
Judgemental							
1500	5	Deferring and accruing rates relief for the period that relates to Oct 25 - Mar 26	110,301	(110,301)	-	-	-
130,150	12	Element of debtors not received as per after date cash testing as at 26 November 2025	(56,429)	-	-	-	56,429
Projected							
		<i>No errors of this nature identified</i>					
		2024 misstatements that will affect this year	-	-	-	-	-
		Total of 2025 misstatements	53,872	(110,301)	-	-	56,429

Appendix 2

Eastern Learning Alliance
Year End 31/08/2025
Profit reconciliation

	Unrestricted Funds	Restricted Funds	Fixed Asset Fund	Total
Original Surplus/(Deficit)	1,261,137	-	(2,145,041)	(883,904)
Rounding differences	14			14
Adjustment in relation to pension:				
LGPS Pension (In)		81,000		81,000
LGPS pension (out)		(81,000)		(81,000)
Adjustment during the course of the audit:				
Capitalisation of items included within repairs and maintenance			58,746	58,746
Depreciation charge for Girton Glebe and Vista leases			(105,078)	(105,078)
Draft Surplus/(Deficit)	1,261,151	-	(2,191,373)	(930,222)





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To Whom it may concern

The following representations are made on the basis of enquiries of management and staff with relevant knowledge and experience such as I consider necessary in connection with your assurance report on regularity to Eastern Learning Alliance and the Department for Education (DfE) for the year ended 31 August 2025. These enquiries have included inspection of supporting documentation where appropriate and are sufficient to satisfy me that I can make each of the following representations. All representations are made to the best of my knowledge and belief.

General

- 1 I have fulfilled my responsibilities as accounting officer under the requirements of the funding agreement between Eastern Learning Alliance and the Secretary of State for Education and the Academy Trust Handbook 2024.
- 2 I acknowledge my personal responsibility to Parliament for the regularity and propriety of the public finances for which I am answerable; for the keeping of proper accounts; for effective internal controls; for prudent and economical administration; for the avoidance of waste and extravagance; for achieving value for money; and for the efficient and effective use of all the resources in my charge.
- 3 I acknowledge my responsibility to notify the governing body and the DfE of any instances of material irregularity or impropriety, or non-compliance with the terms of the academy trust's funding agreement and have had due regard to the requirements of the Academy Trust Handbook 2024 in performing this duty.
- 4 Any instances of material irregularity, impropriety, or non-compliance discovered to date have been notified to the governing body and the DfE.
- 5 Significant matters of which you should be aware have been brought to your attention including any instances of irregularity, impropriety or non-compliance with laws and regulations specific to the academy trust's authorising framework.
- 6 Full and free access has been granted to all records, correspondence, information and explanations that you have considered necessary to enable you to perform your work.

Yours faithfully

Lucy Scott

Accounting Officer

Date: December 12, 2025

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easternlearningalliance.org.uk

Registered in England and Wales no. 07899393

