

Katharine Lady Berkeley's School

AGM 10 February 2026



Presentation of Annual Report

Conclusions

Auditors, Annual Report And Accounts

- KLB external auditors Randall & Payne are now at the end of a three year contract. Tendering process has begun
- *Randall & Payne had nothing to report by exception – the audit is therefore ‘unqualified’ (ref page 26-27)*

Management Letter

- One unresolved audit issue from the 2023/24 audit. Monthly reporting of balance sheet reviews to Chair of Trustees

Presentation of Annual Report

Management Letter

Minor Items

Outdated declarations of interest register

Authorisation of credit card transactions

Tendering and quoting for capital items

Financial Review

- The overall surplus in 2025/26 was £105,768
- Cash and cash equivalents as at 31/8/25 was £1,274,278 (page 34)

Year end revenue and non-grant capital position

Page 32

Restricted funds (page 8)	822,900
Unrestricted funds (page 8)	107,706
Total excluding fixed assets	930,606
Less school fund (page 53)	- 58,902
Total revenue carried forward	871,704

Year end revenue and non-grant capital position

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Page 53-54

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<i>Restricted Funds</i>	
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Pupil Premium	6,252
Other Gov Grants	335,020
Other Supplementary Grants	177,433
Other Donations	0
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School Fund account	58,902
Fixed asset funds (note 20, page 58)	237,225
Overall balance (page 32 Net current assets)	1,167,831

Management Accounts 2024/25 and 2025/26

Staffing	Actual	Budget 2025/26
Staff teaching	6,552,873	7,087,176
Staff supply and cover	235,911	243,885
Staff learning support	523,767	538,933
Staff clerical/technical	1,142,249	1,258,961
Staff site and cleaning	399,503	405,976
Staff catering	194,040	200,250
	9,048,343	9,735,181
Other costs		
Utilities	118,141	166,000
Maint/Rebuild	127,504	55,000
ICT	66,437	51,000
Catering	229,866	235,000
Other	1,122,299	1,000,102
	1,664,247	1,507,102
Total expenditure	10,712,590	11,422,283

Management Accounts 2024/25 and 2025/26

Income	Actual	Budget 2025/26
DFE & SEN	-7,814,707	-8,357,715
Sixth Form	-1,413,143	-1,468,456
Teachers Pay, NI and Pension Grants	-759,945	-345,364
Meals	-319,260	-330,000
Other	-511,303	-371,867
Total income	-10,818,358	-10,873,402
Total expenditure	10,712,590	11,242,283
Total income	-10,818,358	-10,873,402
Balance	-105,768	368,881

KLB Intake & Student Numbers

Student numbers

	Oct-24	Oct-25	Oct-26	Oct-27	Oct-28
Year 7	251	265	265	265	265
Year 8	260	254	265	265	265
Year 9	253	258	254	265	265
Year 10	248	238	248	244	255
Year 11	239	249	238	248	244
Year 12	138	156	150	150	150
Year 13	124	137	155	150	1500
11-16	1251	1264	1270	1287	1294
Sixth form	262	293	305	300	300
	1513	1557	1575	1587	1594

The Future Financial Climate for KLB

Funding: National Funding Formula increased from £6,465 per pupil in 2025/26 to £6,640 in 2026/27. Only 1% real increase as three supplementary grants rolled into the formula.

Sixth form funding for 2026/27 tbc.

Staff Costs: **UNCERTAINTY!**

Sep'26. Recommendation is Teachers to be offered a 6.5% pay increase over 3 years but back-ended. Government haven't yet agreed to this or even put to Unions.

Apr'26. Non-teaching salaries would normally be awarded a pay increase, but the process has barely started, this is now a common theme.

Also.. In April'26 lowest pay point to be also increased to keep canteen and cleaning staff above minimum wage on top of any percentage increase.

Some good news... Non teaching Pension Contributions to fall from 28.1% to 18.2% from 1st April 2026

The Future Financial Climate for KLB

Other Impacts;

1) Short term –

- Still a funding gap, Gloucestershire still in bottom 10% funded councils for Education and Government underfunding their Funding formula by £500k
- SEN funding, Whitepaper due shortly but the increasing expectation is that SEN is to be provided in main-stream schooling. KLB have seen increasing examples of this
- New Tax Year Apr'26 – National Living Wage rises to £12.71 per hour (4% increase this will be reflected in what we pay all cleaning and canteen staff and already difficult to recruit in these areas.

2) Longer Term –

- Still uncertainty over Academisation, many primary schools joining MAT's in South Gloucestershire as student numbers are falling

The Future Financial Climate for KLB

How KLB are **still** addressing the funding gap;

- 1) Student numbers – for both Year 7 and Sixth Form intake is very positive and we are hopeful this continues through our five-year forecast whilst keeping class sizes manageable. Each extra student has a significant financial impact.
- 2) Staff Recruitment and Retention – still continue where possible to adjust the curriculum/timetable and managing recruitment to make savings when staff leave or retire.
- 3) Investments – many funds and grants are received in advance, KLB continue to invest in short and longer term bank deposits with all interest earned reinvested back into the school. (2024/25 £35k)
- 4) KLB Foundation - continue to support KLB and are donating £50k to support KLBespoke in 2025/26
- 5) KLB Friends – ongoing donations are well received and give the school additional resources they would otherwise be unable to afford. In 2024/25 this included donation towards a new school minibus.

Review of Objectives

- School Improvement Plan 24/25
- GCSE / A level results 2025



2024/25 Priorities

1. Professional development (T&L)
2. Relational approach (C&W)
3. Communication of learning and assessment (T&L)
4. Embedding KLB's values (C&W)
5. KLB's SEND offer (C&W)

Also:

- Disadvantaged students – equity role (FTB)
- Gender difference (FTB)
- Reading (T&L)
- Sixth Form experience (T&L)
- Finance (FSP)
- Rebuild (FSP)

A Level Results

	2025	2024	2023	2022	2021 (TAGs)	2020 (CAGs)	2019
%A*	10	15	14	20			10
%A* - A	34	37	34	49			32
%A* - B	61	66	63	75			65
%A* - E	98	99	99	100			100

Year 13 Context and Comments

- cf. National picture – favourable outcomes
 - Lower prior attainment for this cohort
 - Attainment headlines strong (A*A)
 - Destinations
 - Impressive individual stories
-
- Our projected grades
 - A* and U grades
 - NEA
 - Gender variation: male Alps 5 cf. female Alps 3
 - Prior attainment: High PA Alps 3 cf. Mid/Low PA Alps 6

GCSE Results

	2025 Exams	2024 Exams	2023 Exams	2022 Exam	2021 TAGs	2020 CAGs	2019 Exams	2018 Exams
9-4%	84	85 (National 67%)	83	89			82	75
9-5%	70	69	70	77			67	59
9-7%	29	34	31	37			30	25
9-8%	16	19	17	24			17	13
9 %	6	7	8	12			8	7
9-5 EM%	60	65 (National 45%)	62	73			60	48
9-4 EM%	77	83 (National 65%)	81	86			82	72

Year 11 Context and Initial Thoughts

- Prior attainment profile with no SATs
 - No DfE progress measures this year
 - KLB's demographic – trends in PA
 - National picture – pass rate down, 7+ up
 - Many GCSE and Vocational headlines are strong
 - Attainment improvement in many subjects cf. 2024
-
- Grade profiles: 7-9, 9
 - NEA in some subjects
 - Projected grades
 - Gender (M < F)

Progress Measures

School name	Type of school	Number of pupils at end of key stage 4	Attainment 8 score	Grade 5 or above in English & maths GCSEs	Entering EBacc	EBacc average point score	Staying in education, or entering apprenticeships or employment (2023 leavers)
							pupils)
Cheltenham Ladies' College	Independent school	142	78.2	93.7%	66.2%	7.13	—
Sir Thomas Rich's School	Academy	156	77.2	98.7%	44.9%	6.87	99% (153 of 155 pupils)
Stroud High School	Academy	160	76.9	97.5%	49.4%	6.96	97% (154 of 158 pupils)
Marling School	Academy	159	73.9	98.1%	40.9%	6.58	97% (154 of 158 pupils)
Denmark Road High School	Academy	155	72.9	94.2%	71.6%	6.8	98% (151 of 154 pupils)
The Crypt School	Academy	152	72.7	98.0%	60.5%	6.91	99% (149 of 151 pupils)
Ribston Hall High School	Academy	148	67.7	90.5%	37.2%	6.03	96% (118 of 123 pupils)
Balcarras School	Academy	194	58.5	66.5%	47.9%	5.17	94% (182 of 194 pupils)
Al-Ashraf Secondary School for Girls	Independent school	13	54.9	46.2%	53.8%	4.99	—
Oneschool Global Uk - Tewkesbury Campus	Independent school	7	54.2	57.1%	100.0%	4.9	—
Katharine Lady Berkeley's School	Academy	242	53.1	59.9%	39.7%	4.71	94% (232 of 246 pupils)
The Cotswold Academy	Academy	206	53	54.9%	46.6%	4.78	96% (197 of 205 pupils)
Dene Magna School	Academy	167	52.6	59.9%	34.7%	4.52	94% (159 of 170 pupils)

Governance Review

Update on 2025 Forward Look

- Helping the school to manage the challenging financial picture ✓
- Recruit new Trustees to fill identified skills gaps, building greater links with the local business community and school staff ✓
- Continuing to visit school and meet the staff ✓
- Supporting the development of 'KLBespoke' ✓
- Succession planning, including recruitment of new Chair ✓
- Appointment of new external auditors ✓

Governance Review

2026 Forward Look

- Continuing to help the school to manage the challenging financial picture
- Reviewing all areas of the estate, policies and plans as we settle into 'our new school'
- In particular ensure that monitoring of H&S activities is in line with best practice
- Recruit additional School Trustee
- Continuing to visit school and meet the staff
- Handover to new Chair

Governance Review

Trustee Composition and Experience

Name	Constituency	Experience	Roles
Hannah Khan	By Member invitation/ EX OFFICIO	Head Teacher, KLB School	Head Teacher
Andrew Covell	Foundation Appointed	Chartered Quantity Surveyor	Chair, Member of C&W and FSP Committees
Simon Weston	Member Appointed	Chartered Architect	Safeguarding Trustee, Chair of C&W Committee
Ann McDonald	Foundation Appointed	Retired School Principal	Chair of FSP Committee, SEN Trustee
Paul Downs	Parent	Chartered Civil Engineer	Chair of T&L Committee
Nicola Johnstone	Parent	Finance Professional	Member of FSP Committee
Andrew Sainsbury	Parent	Company Director	Member of T&L Committee
Janet Young	Member Appointed	Chartered Scientist	H&S Trustee, Member of C&W Committee
Rhona Crew	Member Appointed	Financial Advisor	Member of FSP Committee
Lucy Stacey	Associate	Support Staff, KLB School	Member of C&W Committee

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KLB2030



ASPIRATIONAL LEARNERS

Teaching and Learning - students enjoy learning in calm, purposeful classrooms where they excel but also feel safe to make mistakes. Teachers are subject specialists who engage learners with enthusiasm and expertise. All staff can demonstrate their commitment to professional learning. Teachers employ a wide range of strategies to help students learn conceptually and to transfer this learning with confidence into new contexts. Standards in the classroom are monitored systematically and there is a high level of expectation.

Futures - the progress and outcomes of all students provide the springboard for their next steps. Through a strong careers programme, students are made aware of the range of opportunities to which they have access, allowing them to make well-informed decisions about their future pathways and to be aspirational in their outlook. Students recognise the deeper purpose of the school's values and commit to the pastoral and enrichment programmes as an integral part of their personal learning in preparation for adulthood and the world of work.

Curriculum - the curriculum is underpinned by the KLB vision and values. It is broad, balanced and inclusive and is enriched by activities outside of the classroom which are accessible to all learners. The provision meets the needs of all learners at all stages and is mapped both vertically and horizontally to allow for the development of learning connections and deeper understanding. Learners leave school well prepared to take advantage of opportunities and challenges that lie ahead. There is a seven year pathway available to all learners.

Inclusion there is a commitment to equity and individuals are given support that is proportionate to their needs, enabling them to access the rich learning opportunities in the school. Students from less advantaged backgrounds enjoy the same levels of access as all others and there is no statistical evidence of a negative correlation between student outcomes and their background. Understanding global diversity and the strengths and beliefs of other cultures is a core part of the KLB curriculum.

Parents' Survey

Question	Strongly Agree /Agree
My child is happy at this school	91%
My child feels safe at this school	93%
My child does well at this school	91%
My child can take part in clubs and activities at this school	96%
I would recommend this school to another parent.	95%

Development Areas – Parents' Survey

- Behaviour of a few students affecting learning environments
- Toilet behaviour
- Curriculum for lower PA students
- Understanding reports
- Number of cover lessons
- Uniform and skirt length!
- Lunchtime experience including queuing
- Communication specifics: links with tutor/@KLBIInfo
- Mental health support (linked to agency access)

Staff Survey

Question	Strongly Agree/Agree
I am proud to be a member of staff at this school	93%
This school is well led and managed	92%
I enjoy working at this school	92%
I would advise friends to send their children to this school.	92%

Development Areas - Teaching Staff

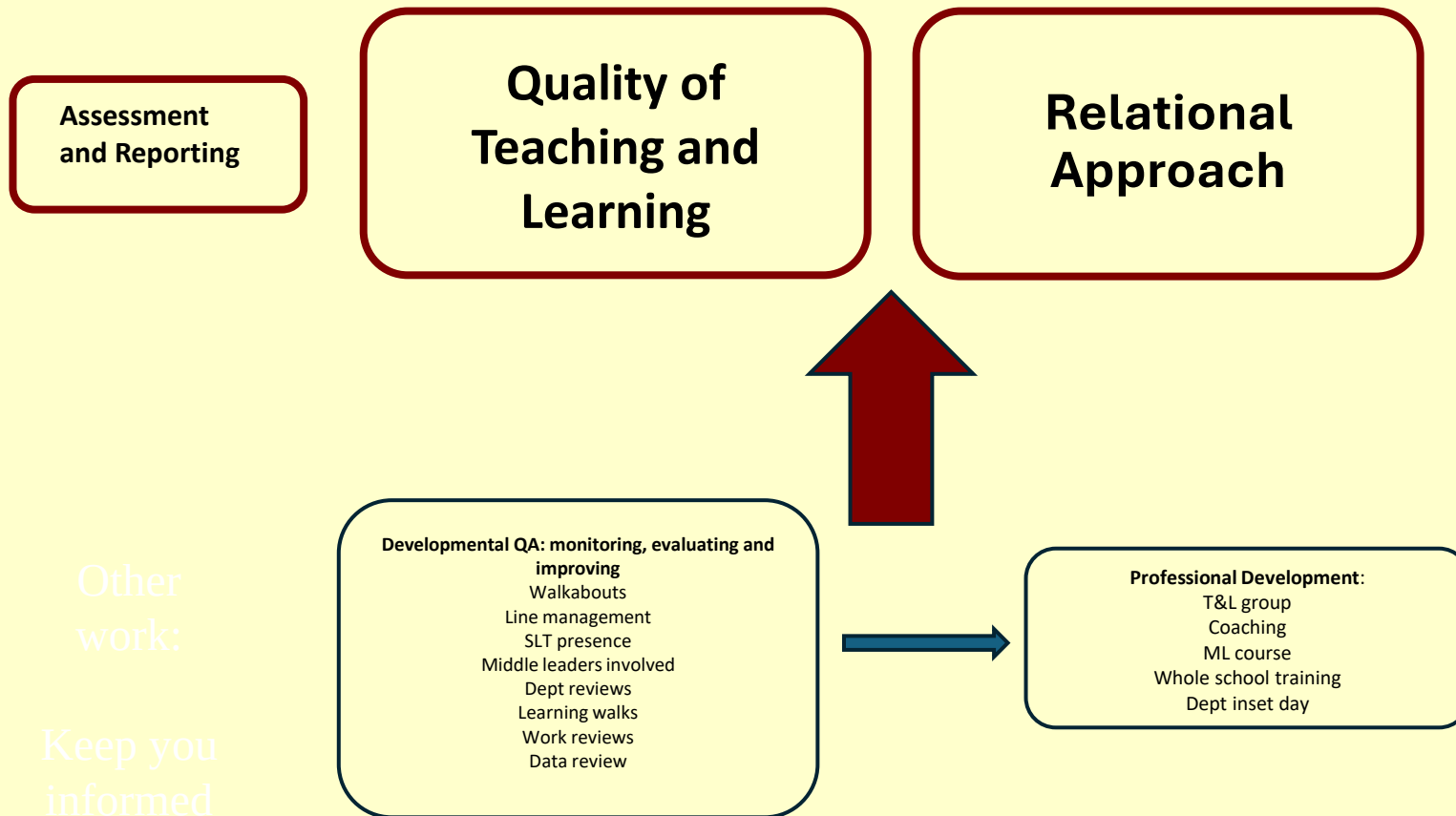
- CPD linked to subject specialism
- Greater opportunities for collaboration within departments to share strategies
- Quality Assurance
- Collaboration between departments
- Additional training and additional time to embed relational practice
- Behaviour, use of stages, relocation/SLT on call response, toilet visits
- Develop new strategies e.g. use of AI
- Training around use of data and IT
- Impact of rebuild being delayed

KLB2030

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Our New Home



2025/26 Priorities: Trustees

1. Quality of Teaching and Learning (T&L)

2. Relational Approach (C&W)

With focus on QA and Professional Development

3. Assessment and Reporting (T&L)

Also:

- SEND (FTB)
- Finance (FSP)
- Rebuild (FSP)
- Response Team and Hub (C&W)
- KLBespoke (C&W)
- Support Staff Appraisal (FSP)