



**The Cotswold School Academy Trust
(a company limited by guarantee)**

Annual Report and Financial Statements

Year ended 31 August 2015

**Company Registration Number:
07338767 (England and Wales)**



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Reference and Administrative Details

Members

Mrs A Everitt (Chair)
Mr R Hadley (Vice Chair)
Lady M Dunrossil (Vice Chair)

Trustees

Mrs M Joyce (resigned 21/11/2014)
Mr M Triff (resigned 17/12/2014)
Mr D Shelmerdine (resigned 21/11/2014)
Reverend V James (resigned 5/4/2015)
Mr D Hanson
Mr M Read
Dr H Warren (appointed 4/2/2015)
Dr R Emsley (appointed 4/2/2015)
Mrs L Cartlidge (appointed 4/2/2015)
Mr C Dry
Miss C Roffe
Mrs C Lock
Ms L Baker

Miss L Newton (Staff Trustee) (resigned 21/11/2014)
Mr W Morgan (Principal and Accounting Officer)
Mr B Edwards (Staff Trustee)
Mrs K Williams (Staff Trustee) (appointed 26/11/2014)

Senior Management Team/ Executive Officers:

Principal	Mr W Morgan
Vice Principal	Mr C Edwards (Associate Governor)
Vice Principal	Mr P White (Associate Governor)
Assistant Principal	Mrs C Grover
Assistant Principal	Mrs F Hudson
Assistant Principal	Mr S Smith
Assistant Principal	Mr B Edwards
Assistant Principal	Dr M Scantlebury
Assistant Principal	Ms G Littler

Finance:

Chief Financial Officer	Mrs V Turner (Associate Governor)
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Clerk:

	Mrs F Hudson
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Trustees' Report

The Trustees present their annual report together with the financial statements and auditor's report of the Charitable Company for the period 1 September 2014 to 31 August 2015. The annual report serves the purposes of both a Trustees' report and a Directors' report under company law.

The Trust operates an Academy for pupils aged 11 to 18 serving a catchment area in south Gloucestershire. It has a pupil capacity of 1237 and had a roll of 1259 in the school census of January 2015.

Structure, Governance and Management

Constitution

The Cotswold School Academy Trust was established on 6 August 2010 as a company limited by guarantee and an exempt charity, and converted to Academy status on 6 September 2010. The Charitable Company's Memorandum and Articles of Association for Academies together with the Funding Agreement dated 19 August 2010 and supplementary Deed of Variation dated 23 July 2013 entered into with the Secretary of State for Education are the primary governing documents of The Cotswold School Academy Trust.

The Academy Trust is also known as The Cotswold School, and The Cotswold Academy.

The Trustees of The Cotswold School Academy Trust are also the Directors of the Charitable Company for the purposes of company law. The Charitable Company is known as The Cotswold School Academy Trust or The Cotswold Academy.

Details of the Trustees who served throughout the period except as noted are included in the Reference and Administrative Details on pages 1 and 2.

Members' Liability

There are three Members of the Academy Trust (Mr R Hadley, Mrs A Everitt and Lady M Dunrossil) who undertake to contribute to the assets of the Charitable Company in the event of it being wound up while they are a Member, or within one year after they cease to be a Member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a Member.

Trustees' Indemnities

The Academy has insurance cover in force for Trustees' liability. The indemnity limit is £5,000,000.

Method of Recruitment and Appointment or Election of Trustees

Regard is given to the skills mix of the Trustees to ensure that the Board of Trustees has all the necessary skills required to contribute fully to the Academy's development.

The Board of Trustees of The Cotswold School Academy Trust resolves to have the following categories of Trustee. The agreed term for all Trustee categories is four years save that this time limit shall not apply to the Principal. Subject to remaining eligible to be a particular type of Trustee, any Trustee may be re-appointed or re-elected. They are recruited and elected as follows:

a) Parent

Subject to Articles 50-58 of the Articles of Association. The Board of Trustees takes such steps as are reasonably practical to secure that every person who is known to them to be a parent of a registered pupil at the Academy is informed of the vacancy and that it is required to be filled by election, informed that he/she is entitled to stand as a candidate, and vote at the election, and given opportunity to do so.

This is usually done via a letter and/ or email from the Chair of Trustees to the home addresses of all registered pupils, accompanied by a nomination form. Parents may self-nominate. Nominations are received by midday on a stipulated day. Ballot Papers are then sent to registered pupils' homes outlining candidate credentials. Completed Ballot Papers are requested to be returned to The Clerk to the Board of Trustees by midday on a set date (approximately 2 calendar weeks from the day ballot papers are delivered).



Trustees' Report (Continued)

The Parent Trustee may only be elected by parents of registered pupils at the Academy. A Parent Trustee must be a parent of a pupil at the Academy at the time when he/she is elected. The Clerk to the Board of Trustees tallies the votes received by ballot paper and the nominee polling the majority of votes is duly elected. The Clerk to the Board of Trustees publishes the results.

b) Community, Partnership and Staff

For all cases, these Trustee candidates are nominated by a current Trustee. Nominations must be seconded by another serving member of the Board of Trustees. If the nomination is not contested, a vote is given by a show of hands. In the case where a vacancy is contested (there is more than one candidate), the nominees if present leave the meeting and votes are made by secret ballot. Votes are counted by the Clerk to the Board of Trustees who announces the results. The nominee polling the majority of votes is duly elected. The nominee(s) return to the meeting and are informed of the result by The Chair. Trustees must be present at a meeting in order to cast their vote.

The Board of Trustees resolves to have positions of special responsibility for Trustees, in addition to the above categories. These specialist responsibilities include but are not limited to: Performance Management, SEN, Link, Academy Council Link, Health and Safety, Child Protection, and Responsible Officer.

c) Local Authority (LA)

The Board of Trustees may also have an LA Trustee post. The Local Authority may appoint that LA Trustee (*ref: Articles 51 and 138, Articles of Association*).

Recruiting the Chair of Trustees and Vice Chair roles

The Clerk to the Board of Trustees chairs the meeting for the item to elect the Chair. The Chair takes over the meeting, once elected, including the item to elect the Vice-Chair.

A Trustee who is paid to work at the Academy or is a pupil at the Academy is not eligible for the office of Chair or Vice-Chair. The Academy's Board of Trustees resolves that the following process will apply to the election of Chair and Vice-Chair:

Trustees will be able to submit written nominations prior to the Board of Trustees and verbal nominations at the meeting. A Trustee can nominate him/herself for office and does not need to be present at the meeting to be considered.

Trustees must be present at a meeting in order to cast their vote. During an election, nominee(s) may be asked to leave the room whilst the election process takes place. If there is more than one nominee, the remaining Trustees will vote by secret ballot. The Clerk will tally the votes.

The nominee(s) will return to the meeting. The Clerk will announce the result, with the nominee polling the majority of votes being duly elected.

If there is a tie, each candidate will be given the opportunity to speak to the Trustees about their nomination and a further vote by secret ballot would be taken.

If there is still a tie, Trustees should discuss the strengths of the nominees further, and another vote will be taken. This process will repeat until a nominee polls a majority of the votes.

Policies and Procedures Adopted for the Induction and Training of Trustees

Mr C Dry has been nominated as the 'Link' Trustee responsible for Trustee induction and training and has arranged for each Trustee to receive the Academy's Governor Handbook. Gloucestershire County Council Governor Services offers training days for those requiring them.

Organisational Structure

The Board of Trustees meets twice termly to receive reports from its committees and manage its strategic objectives.



Trustees' Report (Continued)

The Board of Trustees has two main committees:

- a) Finance and Audit Committee – which meets at least once in the autumn, spring and summer terms to consider the annual budget, management accounts and any premises requirements; and
- b) Teaching and Learning Committee – which meets at least once in the autumn, spring and summer terms to consider curriculum issues.

The Board has five other committees and a working party that meet on an ad hoc basis.

- (a) Pay & Performance Management Committee – meets to review the Principal's recommendations on the senior staff, and sets the Principal's pay.
- (b) Pupil Discipline Committee
- (c) Community Use Working Party
- (d) Staff Grievance Committee
- (e) Admissions Committee
- (f) Premises Committee

The day to day management is delegated to the Principal as laid out in the Governors' Scheme of Delegation document. The Principal and Trustees have appointed a senior leadership team comprising the Principal, two Vice Principals and six Assistant Principals. The Principal meets regularly with the Chief Financial Officer to ensure that the Academy operates within its funding levels. The Principal is the appointed Accounting Officer.

Risk Management

The Board of Trustees has drawn up a formal risk management process to assess business risks and implement risk management strategies. This has involved identifying the types of risk the Academy faces, scoring and prioritising them in terms of their potential operational and financial impact, assessing the likelihood of occurrence and identifying means of negating the risks, then considering the costs of operating particular controls relative to the benefit obtained. The internal control systems and the exposure to risks are considered on a regular basis by Management and Trustees.

Connected Organisations, including Related Party Relationships

The Principal is an active member of the Gloucestershire Association of Secondary Headteachers and as such is able to share best practice with other schools and discuss issues facing education at local and regional level.

The Cotswold Academy maintains links with other secondary academies to share best practice in Teaching and Learning and has built considerably upon its links with its feeder primary Academies. Teaching and Learning practice is readily shared and classes regularly visit The Cotswold Academy to take part in Science, Maths and English activities as well as Physical Education. Also, staff from The Cotswold Academy visit local primary Academies to assist in lesson delivery and share practice. These strengthened links have shown improvement in the smooth transition of pupils from primary Academy to secondary level, with Year 7s quickly settling into the Academy and achieving in lessons.

Gloucestershire College (GlosCol) has launched a blue-ribbon professional cooking apprenticeship programme for post-16. The course will operate from The Cotswold Academy's teaching kitchen from September 2015. This appeals to the local hotel and tourism industry who find it difficult to source local talent while also bringing an apprenticeship course to the area. GlosCol has welcomed the opportunity as part of their expansion and bid to improve access to their courses. Mr Morgan and Mr Smith of the Design and Technology Department have welcomed this approach. The Academy will be applying to the Savoy Educational Trust for funding for industry standard kitchen equipment to enhance teaching and learning for the post-16 students attending.



Trustees' Report (Continued)

The Academy places ever-increasing importance on careers and post-16 education pathways. The Academy has appointed a Careers Coordinator who works alongside the Teacher responsible for Career Related Learning. They are assisted by a qualified independent careers guidance practitioner and 3 members of support staff.

Links with the local market have increased and strengthened of this year. The Academy now operates a regular, successful careers evening with a wide variety of professions represented, all drawn from the Academy community and volunteering their time.

The Academy hosted two networking events for the local business community this year. A Professionals Round Table was held at Lords of The Manor Hotel for hospitality industry leaders in the region to discuss the apprenticeship programme to be delivered by GlosCol at The Cotswold School. This networking event also provided an opportunity to source work experience places for students in Year 10 and above as well as employment opportunities for some Cotswold School leavers.

A networking breakfast for local businesses was held at the Lower Slaughters Inn to which some 30 businesses attended. Sponsorship opportunities for school teams and careers, apprenticeship and work experience opportunities were offered to benefit Cotswold School students.

Work experience and job opportunities within the local community are widely advertised via the Academy's social media and on noticeboards. The Academy has also formed links with a local job vacancy website to keep the Academy body informed of opportunities in our local area.

This year also saw the national Open Farm initiative come to the Academy. Farming equipment, growers, manufacturers and agricultural colleges and universities all exhibited on a school day afternoon at an event which gave an insight into the diversity of the agricultural industry and the career and education opportunities available within it. The event was held on one of our Academy playing fields. Primary schools and the local community were also invited to attend. The Academy hopes to repeat this successful event on a biannual basis.

Our teaching kitchen is regularly used by Rotary Club International for club and district level 'Young Chef' competitions in which students from across the region take part. The local Rotary association provides Cotswold Academy students with a variety of competition opportunities which give them the chance to stretch their skills, showcase their talents while also enriching the curriculum still further. Rotary also assists with practice interviews for Sixth Formers, providing those students with valuable preparation for workplace and university interviews.

The Academy's Facilities Coordinator, who manages the use of the Academy's facilities after hours, has continued to grow community usage. Uptake has increased and The Cotswold Academy's sports facilities are used every weekday night, most weekends and every week of the holidays by the wider community for sports clubs, activity groups and classes from primary to adult level. As a result of the facilities, new clubs have been formed in the community for both football and netball. The local community has also benefitted from the use of the Academy's buildings for orchestra rehearsals, performances and large-scale events as well as a performing arts holiday club for local children.

Objectives and Activities

Objects and Aims

The sole activity of the Academy is the operation of the Academy to provide education for pupils of different abilities between the ages of 11 and 19.

The Academy's aims are:

- To raise the standard of educational achievement of all pupils;
- To ensure that every child enjoys the same high quality education in terms of resources, tuition and care;
- To improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;



Trustees' Report (Continued)

- To provide value for money for the funds expended;
- To comply with all appropriate statutory and curriculum requirements;
- To provide a sustainable programme of curriculum enrichment for the education of all pupils;
- To conduct Academy business in accordance with the highest standards of integrity, probity and openness;
- To set realistic educational targets that maintain and develop the Academy's excellent academic progress, and ensure that those targets are met;
- Establish and maintain procedures for monitoring, evaluating and reviewing the quality of learning, teaching, pupil development and achievement;
- Review policies regularly in accordance with legislative requirements; and
- Ensure that Academy policies and local/national regulatory requirements for premises, health and safety and well-being of staff and pupils are met.

Objectives, Strategies and Activities

The Academy has clear targets and strategies which flow from the Self Evaluation Form (SEF) and are included within the Academy Development Plan. The points below underpin these specific targets for the year:

- A fully comprehensive intake;
- A broad and inclusive curriculum; and
- A positive ethos that ensures fairness and transparency for all stakeholders.

Significant activities linking to charitable activities include:

A busy programme of fundraising events which includes an Annual Fashion Show, charitable fundraising project for Year 7 with LEPRAs, Year 8's charity fete, countless bake sales and use of Academy grounds as a public weekend car park in the summer, and non-uniform days for pupil nominated charities. The Academy's facilities are let out to local community groups such as neighbourhood community policing and holiday sport programmes, either for free or at heavily reduced rates to support the local community.

This year the Academy hosted a Jockeys Supper. The event 'Racing back to School' raised significant funds for The Injured Jockeys Fund and the British Heart Foundation with professional jockeys (and Cotswold School alumni) attending as guest speakers.

Further offsite fundraising activities include: annual carol concert in aid of Muscular Dystrophy at Gloucester Cathedral, choral events, Musical showcases, and the annual upper Academy's Christmas lunch and show for local care-home residents. Both individuals and small groups of students and staff are recognised for their endeavours for charity and raising awareness of local and international causes. Staff lead by example, regularly taking part in marathons, fun runs and a wide range of activities to support a variety of charities and encouraging pupils to do similarly.

Objectives from the Academy Development Plan for the Years 2014-2015

a) Pupil Attainment and Achievement

To raise achievement and attainment for all learners by meeting the following objectives:

- Close attainment and progress gaps between key groups of disadvantaged students and those who are not disadvantaged;
- To develop the use of the new A8 and P8 measures;
- To ensure the fitness for purpose of pupil tracking systems at KS3 in light of the disapplication of National Curriculum Levels with a particular focus on key groups;
- To ensure readiness for the introduction of new GCSEs and A-levels & their grading systems;
- All departments achieve their subject-specific targets as supplied by MSC;
- To raise performance of any departments falling short of expected examination results (to be identified post exam results).



Trustees' Report (Continued)

b) Pupils' Behaviour & Safety

- To further improve behaviour and behaviour management;
- Improve progress of LPA pupils & boys through effective and consistent behaviour management;
- To develop the role of Heads of Key Stage 3 & 4;
- To achieve and develop SWGFL e-safety accreditation;
- To further improve anti-bullying: to achieve and maintain the BIG award;
- To further develop primary/secondary transition and summer school for FSMe6 and targeted vulnerable pupils;
- To further increase and monitor pupil participation in extra-curricular activities especially FSMe6 and LPA;
- To develop SMSC opportunities within the Academy;
- To further raise whole school attendance;
- To improve attendance of FSMe6 and SEND pupils;
- To establish a more coordinated and effective rewards system.

c) Quality of Teaching and Learning

- To support teachers improve the quality of teaching and learning across the Academy;
- FEEDBACK: To further improve the consistency and quality of feedback (especially pupil involvement and dialogue);
- AUTONOMY: To improve the consistency and quality of homework;
- CHALLENGE: To further enhance independent learning skills;
- ENGAGEMENT: to improve the quality of school displays and learning environment;
- To continue to enhance provision for highly able students;
- To improve the quality of primary intervention (closing the gap) in core subjects
- To improve pupil awareness of careers provision and embed Careers Education as a whole Academy approach, drawing on staff experiences and knowledge;
- To investigate becoming a 'Teaching School'.

d) The Effectiveness of Leadership and Management

- Leaders at all levels to pursue excellence of achievement and personal development for all our students;
- To further enhance our ambition for all students, by basing our actions on a deep and accurate understanding of staff and pupils' performance, skills and attributes;
- To refine and implement our policies to ensure that all students are making excellent progress in literacy;
- To provide high quality "teaching & learning focused" professional development for all staff, underpinned by performance management that encourages, challenges and supports teachers' improvement;
- To further improve the Academy's curriculum, to continue to promote: a love of learning, academic, technical and sporting excellence, and students' spiritual, moral, social and cultural development;
- To continue our strong focus on improving achievement for all students supported by the pupil premium;
- To further develop parental engagement, to the benefit of pupils;
- To further improve the efficiency and effectiveness of wider school systems;
- To ensure that the Academy's arrangements for safeguarding pupils is in line with the best practice (continuing to more than meet statutory requirements);
- Staff to continue to model professional standards in all of their work and demonstrate high levels of respect and courtesy for pupils and others;
- To ensure financial stability, including the effective and efficient management of financial resources such as the pupil premium funding. This will lead to the excellent deployment of staff and resources to the benefit of all groups of pupils;
- To monitor expenditure and consolidate balances to protect against immediate and future cutbacks in funding. To promote future budget forecasting;
- Buildings: To ensure capacity due to rising roll and RPA (Raising of the Participation Age);
- To ensure buildings are suitably maintained to provide an effective Teaching and Learning environment for all students.



Trustees' Report (Continued)

Public Benefit

As a non-selective state secondary Academy, The Academy's work is, by its very nature, to the public benefit. The Academy offers a broad curriculum to pupils of all abilities aged from 11-19 who come from varied socio-economic backgrounds in a semi-rural catchment area. Parochial care and attention to special needs are an important part of the Academy's ethos to promote the individual in a caring environment.

Furthermore, the Trustees have had regard to Charity Commission guidance on public benefit beyond the provision of secondary education. It conducts its business with great consideration to its neighbours. There is a strong policy to promote public use of its buildings and land for clubs, sport, and tuition to the benefit of the community. When converting to Academy status, the Academy has taken on a formal policy of community cohesion. The Academy has two dedicated members of staff who promote community use and a Committee of appropriate stakeholders who meet to discuss and agree strategies for development.

Strategic Report

Achievements and Performance

Accolades and Awards

The Cotswold School Academy enjoyed a number of accolades this year based on its outstanding performance in exam results of 2014-2015.

In August 2014, The Daily Telegraph's league tables placed The Cotswold School at 21st in the county at A Level, and our Sixth Form ranked 1st amongst comprehensives.

In November 2014, *The Sunday Times* ranked The Cotswold School in the **Top 20 Comprehensive Schools in England and Wales** for both GCSE and A Level

Then in March 2015, The Cotswold School qualified for an SSAT Educational Outcomes Award by being in the top 10% of non-selective schools nationally for high average grades achieved by students at GCSE.

Ofsted

In March 2015, The Cotswold School was judged 'outstanding' for the fourth consecutive time by Ofsted. This inspection was carried out under Ofsted's new and even more rigorous inspection criteria. As a result, the Academy was particularly proud to receive 'outstanding' ranking across all Ofsted's categories: Leadership and Management, Behaviour and Safety of pupils, Quality of Teaching, Achievement of pupils and Sixth Form provision.

The Chief Inspector commented that she had rarely ever heard such consistent praise from Academy parents and carers as she received from those of The Cotswold School, reflecting the sustained hard work and commitment of a fantastic team over many, many years.

To ensure focus is maintained on achievement and performance, the Academy's Trustees regularly inspect self-evaluation reports carried out by the Principal and Senior Leadership Team throughout the year. This ensures rigorous standards are maintained and built upon while the objectives in the Academy Development Plan are kept constantly in focus.



Trustees' Report (Continued)

GCSE Results 2015

Of the 195 who sat their GCSEs, 91% of students achieved 5-15 top A*-C grades this year with 78% of students achieving 5 or more A*-C grades including English and Maths. 38% of all GCSE entries were at the top A* and A grades. The percentage of students achieving the English Baccalaureate is 48%.

We also gauge the percentage of pupils making expected progress:

In English Language, 78% of pupils made three or more levels of progress;

In English Literature, 90% of pupils made three or more levels of progress;

In Mathematics 87% of pupils made three or more levels of progress.

As well as the truly outstanding results at GCSE this year were stories of individual triumph achieved by students who succeeded in the face of real adversity thanks to their own perseverance and the support received from the Academy and dedicated staff.

A Level Results 2015

The Cotswold School Academy's A Levels results were, once again, outstanding. 2015 has been an outstanding year for A level results at The Cotswold School, with 70.4% of examinations awarded A*, A or B. 34.4% of all grades were at A* or A. 56% of Cotswold School A-Level students achieved at least one A grade; 19% achieved at least one A* grade, with eight students achieving at least two A*s and two students achieving four A*s. On average each student gained 375 UCAS points.

Furthermore, 78.8% of Year 13 students have gone on to University in September 2015, with 48% of these attending Russell Group Universities.

Achievement at The Cotswold Academy is also measured by the Academy's broad, holistic approach to education. Pupils are encouraged to broaden their educational experience. The vast range of extra-curricular activities continues to grow and offers curriculum enrichment, inspiration, and a chance for students to explore new interests and expand their learning.

The annual Activities week takes place in July and involves all students in either work experience, team building exercises and/or experiencing a range of interesting, inspiring extra-curricular activities.

Pupils of all age groups take part in clubs, local, regional and national competitions and workshops in philosophy, debate, art, media, music, drama, science and engineering, mathematics, food and design technology and sports. Pupils recognised as 'gifted and talented' are further encouraged to take part in a variety of special clubs run after Academy hours that will challenge and extend their learning.

Supported by their teachers and an enriched curriculum, students excel. Examples include: winners at Club, District and Regional levels of Rotary International Competitions for Young Chefs, Young Photographers, Young Artists and Young Writers; and further superb performances at regional Maths Challenges, philosophical debates, music competitions, and Science and STEM events.

The Academy builds upon its local business network to benefit students. Drawing from its network, the Academy hosts increasingly well-attended careers evenings with a variety of industries represented. Fashion Designer George Davies has continued to provide work experience opportunities and also his valuable support for the Academy's Textile department. Local businesses regularly contribute their time and expertise as guest speakers and, with increasing regularity, approach the Careers Coordinator with apprenticeship and employment opportunities for Academy leavers.

The trips on offer are also second to none: Nicaragua, New York, Iceland, Spain, Germany, France, Italy, Belgium, Poland have been explored for sport, culture, history, art, design, business, IT, language, and geography, as well as for personal growth and an improved understanding of the world beyond Bourton on the Water.



Trustees' Report (Continued)

The Academy is regularly host to students and teachers from around the world. Japanese visitors as well as regular German and French exchange pupils enjoyed their time at the Cotswold Academy, while a group of Chinese students spent a month with the Academy in the summer term. There was also a teacher exchange with a partner Academy in the Ndola province of Zambia.

In keeping with its International Status accreditation awarded by the British Council, The Academy is committed to enabling pupils to learn more about different cultures, people and languages. In so doing, students acquire an appreciation and respect for other cultural traditions as well as their own. International Status to The Cotswold Academy also means an important opportunity to represent the Academy, the region and Great Britain.

Promoting fundamental British values has always been part of our curriculum but was formalised with the introduction of the Academy's Spiritual, Moral, Social and Cultural (SMSC) provision as directed by the Department for Education for all schools in November 2014. The Academy takes every opportunity across the curriculum (and through extra-curricular activities) to enhance students' SMSC development.

Over this year, students have engaged in morning discussions around Democracy Day and a hustings was staged at The Cotswold School. At that event, 5 local parliamentary candidates representing the country's main political parties faced an audience of some 400 sixth formers from the Academy and from other local sixth form colleges who were invited to take part.

Students engage with both local and national charities raising funds for a number of charitable organisations while our students also engage with our community. The choir was honoured to perform at Citizenship Ceremonies at Gloucester welcoming new citizens to this country. Musicians also perform at local care homes and each Christmas, Year 11 provide an afternoon of festive food and entertainment for local senior citizens. This tradition has been running at The Cotswold School Academy for well over 15 years with sometimes more than 100 attending.

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.

Financial Review

The Academy had total incoming resources for the year of £6,556,077 (2014: £6,811,362) and total resources expended of £7,068,199 (2014: £6,967,731) giving a net deficit of £512,122 (2014: £156,369) before taking into account the actuarial gain on the defined benefit pension scheme. The deficit decreases to £488,122 (2014: £756,369) once this is taken into account.

Income

As a 'Converter' Academy the main funds 'General Annual Grant' were received via the Education Funding Agency. Other funds have been received by Gloucestershire County Council (as the Local Authority), and donations.

Expenditure

An encouraging, anticipated increase in pupil numbers for September 2015 (to 1306), a continuing reduction in government funding for schools 2015/16 and an increase in staffing costs has meant a need for consistent monitoring of staffing requirements, to ensure both a good standard of teaching and learning and value for money. Full and part time teaching staff was increased to 74 (+ 5 Maternity covers) in 2014/15 from 71 (+ 8 maternity covers) in 2013/14. Key performance indicators show an increase to 83% staffing ratio of salary costs to total income (from 80% in 2013/14).

Staffing costs have risen in line with numbers and reflect a good balance of mature and newly qualified staff.



Trustees' Report (Continued)

In line with other Academies, running costs represent a large part of the Academy's costs. They reflect the high energy consumption of IT and building services required in a campus such as the Cotswold School's where, by necessity, the growing Academy is comprised of a variety of extended buildings of differing ages and construction. Alternative energy sources are being investigated as the cost of energy increases and every effort is made to conserve energy.

Reserves Policy

The policy of the Academy is to carry forward a level of resources designed to meet the long-term cyclical needs of renewal and any other unforeseen contingencies, subject to the constraint that the level of resources does not exceed the level permitted by the Department for Education.

The Academy began the year with total reserves of £15,428,379. Following a period of suitable fiscal control, the Academy reserves stand at £14,940,257. This includes unrestricted funds of £582,695 (2014: £650,171).

The pension reserve shows a net liability of £1,828,000 at 31 August 2015 and changes to this liability linked to a revaluation of the whole pensions fund (administered by Gloucestershire County Council) will be reviewed during the year. If the liability does not reduce, the Academy Trust may need to consider increasing its employer's contribution rate.

Investment Policy

Trustees have agreed a policy for investment of balances. The strategy is as follows: To regularly monitor cash flow and current account balances to ensure immediate financial commitments can be met and that the current account has adequate balances to meet forthcoming commitments. The Academy will seek to avoid its current account going overdrawn. It will identify funds surplus to immediate cash requirements and transfer to a Deposit Account bearing a higher interest rate. To periodically review interest rates and compare with other investment opportunities. The Academy's current policy is only to invest in risk free UK banks.

Principal Risks and Uncertainties

The Trustees of The Cotswold School Academy Trust have a Risk Assessment Policy in force. This has identified Strategic, Operational, Regulatory and Financial risks. Likelihood and impact of the risks have been assessed and methods of avoiding, transferring and mitigating these have been taken into consideration. Principal risks have been identified are those which affect the running of the Academy e.g. fire, flood, storm and major incident. It also includes those which affect the financial aspect of the Academy e.g. loss of reputation affecting pupil numbers on roll, and possible fraud. Other risks identified are risk of injury to those on site and also potential loss of Academy data.

Plans for Future Periods

The Trustees' Premises Development Plan is maintained as a working document and aids decision making with regard to prioritising for future projects and developments. The Trustees' plans to complete the next phase of building works: (Stage 3) the provision of Sixth Form study space, will proceed when funds allow. Discussions have taken place between Gloucestershire County Council and Trustees regarding the allocation of s106 monies.

The Trustees are aware of the pressing need to refurbish and replace roofing in older parts of the Academy and also in flat-roof areas across the site. The Trustees commissioned a full roofing survey and works will proceed when funds allow. Additionally, a toilet refurbishment programme has also been earmarked as a priority by the Trustees and the student body alike. Again, this will proceed when funds allow.

The turning circle and access to the Academy remains a concern but to date no further development plan has been reached with Gloucestershire Highways.



Trustees' Report (Continued)

Auditor

In so far as Trustees are aware:

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

The Trustees' Report, incorporating a Strategic Report, approved by order of the members of the Board of Trustees on _____ and signed on its behalf by:

On behalf of the Board of Trustees



Governance Statement

Scope of Responsibility

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

The Board of Trustees has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Cotswold School Academy Trust 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. The Governing Body has formally met 6 times during the year. Attendance during the year at meetings of the Board of Trustees is as follows:

Trustee	Meetings attended	Out of a possible
Mrs A Everitt (Chair)	6	6
Mr R Hadley (Vice Chair)	6	6
Lady Dunrossil (Vice Chair)	5	6
Mrs M Joyce	0	1
Mr C Dry	6	6
Mr D Shelmerdine	0	1
Mr M Read	6	6
Mr D Hanson	6	6
The Revd V James	0	5
Miss C Roffe	6	6
Mr W Morgan	6	6
Mr B Edwards	5	6
Miss L Newton	2	2
Mr M Triff	3	3
Ms L Baker	5	6
Mrs C Lock	3	6
Mr C Edwards (Associate Governor)	5	6
Mrs V Turner (Associate Governor)	6	6
Mr P White (Associate Governor)	5	6
Mrs L Cartlidge	2	2
Dr R Emsley	2	2
Dr H Warren	2	2
Mrs K Williams	4	4

The Finance and Audit Committee

This is a sub-committee of the main Board of Trustees. Its purpose is to assist the decision making of the Board of Trustees, by enabling more detailed consideration to be given to the best means of fulfilling the Board of Trustees' responsibility to ensure sound management of the Academy's finances and resources, including proper planning, monitoring and probity. The Committee makes appropriate comments and recommendations on such matters to the Board of Trustees on a regular basis. Major issues are referred to the full board for ratification.



Governance Statement (Continued)

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr R Hadley (Chair)	4	4
Mrs A Everitt	3	4
Lady Dunrossil	4	4
Mr W Morgan	4	4
Mr C Dry	3	4
Mr M Read	4	4
Mr C Edwards (Associate Governor)	3	4
Mr P White (Associate Governor)	3	4
Mrs V Turner Clerk (Associate Governor)	4	4
Dr R Emsley	0	1

Review of Value for Money

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

The Accounting Officer considers how the 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 available. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by;

Value for Money

Governors annually review the Academy expenditure, benchmarked against similar sized schools in Gloucestershire as well as national comparators. The Academy shows excellent value for money taking into considering the large expansive site grounds and buildings. As an example, the comparison utilities costs / square meterage, shows below average expenditure. This is as a result of efficient consortium purchasing and constant monitoring to save power (aided by the support of an active Eco Club).

The Governing Body has spent time considering a strategic plan, to assess the development of the Academy and monitoring the premises needs of the Academy. A report has been commissioned to assess maintenance needs and prioritise both work needed and planned expansion for our increasing pupil number on roll. The Governors' Premises Committee actively oversees the needs of the Academy to ensure Value for Money

Both the catering provision and the caretaking provision for the Academy are run 'in-house' with the Academy benefitting from experienced and qualified professionals on its workforce. The catering provision runs at 'break even', whilst providing wholesome and nourishing food for our pupils at a reasonable cost. The caretaking staffing provision supplies solutions to maintenance issues, which are resolved in a timely and economic manner, avoiding the use of outside contractors wherever possible. The team also provide an extensive programme of recycling and refurbishing parts and equipment.

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 The Cotswold School Academy Trust for the period 1 September 2014 to 31 August 2015 and up to the date of approval of the annual report and financial statements.



Governance Statement (Continued)

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 2014 to 31 August 2015 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 governing body;
- regular reviews by the Finance and Audit Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties; and
- identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed Mr C Dry, a Trustee, to perform peer review. The reviewer's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. On a termly basis, the reviewer reports to the Board of Trustees on the operation of the systems of control and on the discharge of the Board of Trustees financial responsibilities.

Furthermore, past reports issued by Crowe Clark Whitehill LLP have also been extremely helpful in checking procedures on the Academy's Personnel and Payroll systems.

Review of Effectiveness

As Accounting Officer, Mr W Morgan 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 peer reviewer;
- the work of the external auditor; and
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Audit Committee.

Approved by order of the members of the Board of Trustees on

and signed on its behalf by:

On behalf of the Board of Trustees

Mr W Morgan
Principal, Accounting Officer



Statement on Regularity, Propriety and Compliance

As Accounting Officer of The Cotswold School Academy Trust I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the Academy Trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook.

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

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

Mr W Morgan

Principal, Accounting Officer

Date



Statement of Trustees' Responsibilities

The Trustees (who act as Governors for charitable activities of The Cotswold School Academy Trust and 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 Annual Accounts Direction issued by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including its 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 in the Charities SORP;
- make judgments and 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

The Trustees are responsible for ensuring that in its conduct and operation the Charitable Company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the EFA/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 Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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

On behalf of the Board of Trustees



Independent Auditor's Report to the Members of The Cotswold School Academy Trust

We have audited the financial statements of The Cotswold School Academy Trust for the year ended 31 August 2015 set out pages 23 to 41.

The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Academies' Accounts Direction 2014 to 2015 issued by the Education Funding Agency.

This report is made solely to the Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charitable Company's members those matters we are required to state to them in an 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 Charitable Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the Directors of the Charitable Company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Directors; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the Trustees' Report including the Strategic Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the Charitable Company's affairs as at 31 August 2015 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including the Academies Accounts Direction 2014 to 2015 issued by the Education Funding Agency; and
- have been prepared in accordance with the requirements of the Companies Act 2006.



Independent Auditor's Report to the Members of The Cotswold School Academy Trust (Continued)

Opinion on other matter prescribed by the Companies Act 2006

In our opinion 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.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Martin Regan

Senior Statutory Auditor

For and on behalf of

Crowe Clark Whitehill LLP

Statutory Auditor

Carrick House

Lypiatt Road

Cheltenham

Gloucestershire

GL50 2QJ

Date



Independent Reporting Accountant's Assurance Report on Regularity to The Cotswold School Academy Trust and the Education Funding Agency

In accordance with the terms of our engagement letter dated 15 November 2012 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2014 to 2015, we have carried out an engagement to obtain limited assurance about whether, the expenditure disbursed and income received by the Academy Trust during the period 1 September 2014 to 31 August 2015 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to the Governing Body and the EFA in accordance with the terms of our engagement. Our work has been undertaken so that we might state to the Academy Trust and the EFA 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 The Cotswold School Academy Trust and the EFA, for our review work, for this report, or for the conclusion we have formed.

Respective responsibilities of Academy Trust's Accounting Officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of The Cotswold School Academy Trust's funding agreement with the Secretary of State of Education dated 19 August 2010, the supplementary Deed of Variation dated 23 July 2013 and the Academies Financial Handbook, extant from 1 September 2013, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2014 to 2015. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2014 to 31 August 2015 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2014 to 2015 issued by the EFA. 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 Trust's income and expenditure. The work undertaken to draw to our conclusion includes a review of the design and implementation of the Academy's internal controls and review processes on regularity, supported by detailed tests on samples of costs incurred by the academy and specific transactions identified from our review.



Independent Reporting Accountant's Assurance Report on Regularity to The Cotswold School Academy Trust and the Education Funding Agency (Continued)

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2014 to 31 August 2015 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Crowe Clark Whitehill LLP

Statutory Auditor
Carrick House
Lypiatt Road
Cheltenham
Gloucestershire
GL50 2QJ

Date



Statement of Financial Activities for the Year Ended 31 August 2015
(Incorporating an Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted Funds	Restricted Fixed asset Fund	Restricted General Fund	Total 2015	Total 2014
		£	£	£	£	£
Incoming resources						
Incoming resources from generated funds:						
Voluntary income	3	45,883	-	53,425	99,308	125,904
Activities for generating funds	4	253,733	-	-	253,733	249,853
Investment income	5	2,949	-	-	2,949	5,438
Incoming resources from charitable activities:						
Funding for educational operations	6a	259,177	26,506	5,850,693	6,136,376	6,362,844
Other income	6b	-	-	63,711	63,711	67,323
Total incoming resources		561,742	26,506	5,967,829	6,556,077	6,811,362
Resources expended						
Cost of generating funds:						
Catering costs	7	97,823	-	-	97,823	97,272
Charitable activities:						
Academy's educational operations	8	266,890	283,392	6,364,265	6,914,547	6,807,289
Governance costs	9	-	-	55,829	55,829	63,170
Total resources expended		364,713	283,392	6,420,094	7,068,199	6,967,731
Net incoming/ (outgoing) resources before transfers						
		197,029	(256,886)	(452,265)	(512,122)	(156,369)
Gross transfers between funds		(264,505)	-	264,505	-	-
Net income/ (expenditure) for the year						
		(67,476)	(256,886)	(187,760)	(512,122)	(156,369)
Actuarial gains / (losses) on defined benefit pension scheme						
	22	-	-	24,000	24,000	(600,000)
Net movement in funds						
		(67,476)	(256,886)	(163,760)	(488,122)	(756,369)
Reconciliation of funds						
Total funds brought forward at 1 September 2014	18	650,171	16,442,448	(1,664,240)	15,428,379	16,184,748
Total funds carried forward at 31 August 2015	18	582,695	16,185,562	(1,828,000)	14,940,257	15,428,379

All of the Academy's activities derive from continuing operations during the above two financial periods.

The notes on pages 26 to 41 form part of these financial statements.



Balance Sheet as at 31 August 2015

Company number: 07338767

	<i>Note</i>	2015	2015	<i>2014</i>	<i>2014</i>
		£	£	£	£
Fixed assets					
Tangible fixed assets	13		16,158,562		16,415,448
Current assets					
Stock	14	4,428		12,584	
Debtors	15	75,644		89,293	
Cash at bank and in hand		958,905		1,327,612	
		1,038,977		1,429,489	
Creditors: Amounts falling due within one year	16	(429,282)		(658,558)	
Net current assets			609,695		770,931
Total assets less current liabilities (excluding pension liability)			16,768,257		17,186,379
Pension scheme liability	22		(1,828,000)		(1,758,000)
Net assets including pension liability			14,940,257		15,428,379
Funds:					
Unrestricted funds:					
General fund	18		582,695		650,171
Restricted funds:					
Restricted fixed asset fund	18		16,185,562		16,442,448
Restricted income fund	18		-		93,760
Pension reserve	18		(1,828,000)		(1,758,000)
			14,940,257		15,428,379

The financial statements were approved by the Trustees on

and signed on their behalf by:

On behalf of the Board of Trustees

The notes on pages 26 to 41 form part of these financial statements.



Cash Flow Statement for the Year Ended 31 August 2015

	Note	2015 £	2014 £
Net cash flow from operating activities	23	(371,656)	(42,516)
Return on investments and servicing of finance	24	2,949	5,438
Capital expenditure and financial investment	25	-	(495,582)
Decrease in cash and cash equivalents	26	<u>(368,707)</u>	<u>(532,660)</u>
Reconciliation of net cash flow to movement in net funds			
Movement in cash		(368,707)	(532,660)
Net funds at 1 September 2014	26	<u>1,327,612</u>	<u>1,860,272</u>
Net funds at 31 August 2015		<u>958,905</u>	<u>1,327,612</u>

The notes on pages 26 to 41 form part of these financial statements



Notes to the Financial Statements for the Year Ended 31 August 2015

1. STATUS OF CHARITABLE COMPANY

The Charitable Company is limited by guarantee. Each member of the Charitable Company has undertaken to contribute up to £10 to the Charitable Company's assets if it should be wound up.

2. STATEMENT OF ACCOUNTING POLICIES

a) Basis of accounting

The financial statements have been prepared under the historic cost convention in accordance with applicable United Kingdom Accounting Standards, the Charity Commission Statement of Recommended Practice: "Accounting and Reporting by Charities", ('SORP 2005'), the Academies Accounts Direction 2014 to 2015 issued by the EFA and the Companies Act 2006.

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Academy's financial statements:

b) Going concern

The Academy has cash resources and has no requirement for external funding. The Trustees have a reasonable expectation that the Academy has adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting appropriate in preparing the annual financial statements.

c) Fund accounting

Unrestricted funds are those funds which may be used towards meeting the objectives of the Academy at the discretion of the Trustees.

Restricted funds are funds which are to be used in accordance with the specific restrictions imposed by donors or which have been raised by the Academy for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of restricted funds is set out in the notes to the financial statements.

Restricted fixed asset funds are funds raised for the purpose of specific capital projects.

d) Incoming resources

Incoming resources are included in the Statement of Financial Activities ("SOFA") when the Academy is legally entitled to the income and the amount can be quantified with reasonable accuracy. Other income includes sponsorship and is included when receivable by the Academy.

Grant income and grants for premises and equipment are recognised in the SOFA in the period in which they are receivable. Deferred income represents grant monies received for the provision of education which relate to the next financial year.

General Annual Grant is recognised in full in the year for which it is receivable and any unspent amount is reflected as a balance in the restricted income fund.

Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured.

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



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

e) Resources expended

All outgoing resources are included in the SOFA on an accruals basis. Outgoing resources are net of recoverable VAT in accordance with the provisions of the Finance Bill 2011.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds. Charitable activities are costs incurred on the Academy's Trust's educational operations. Catering costs comprise the provision of a catering facility within the Academy. Governance costs are the costs attributable to the Academy's compliance with constitutional and statutory requirements, including audit, strategic management and Trustees' meetings and reimbursed expenses.

Where costs cannot be directly attributed to a particular heading they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

f) Tangible fixed assets

Tangible fixed assets acquired since the Academy was established are included in the financial statements at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and are released over the expected useful economic life of the related asset on a basis consistent with the depreciation policy.

The de minimus limit for capitalisation of fixed assets is £2,000.

Land is not depreciated. Fixed assets in the course of construction are not depreciated until they are brought into use. Depreciation is provided to write off the cost less estimated residual value of tangible fixed assets by equal annual instalments over their useful lives as follows:

Buildings	-	2% straight line
Temporary buildings	-	4% straight line
Academy equipment	-	10% - 25% straight line
Office equipment	-	25% straight line
Motor vehicles	-	25% straight line

g) Taxation

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

h) Pensions

The Academy participates in two pension schemes providing benefits based on final pensionable pay. More details of the schemes are given in note 22.

Teachers' Pension Scheme (TPS)

Teaching staff employed under a contract of service are eligible to contribute to the Teachers' pension Scheme (TPS). As the Academy is unable to identify its share of the underlying (notional) assets and liabilities of the scheme, it has taken advantage of the exemption in FRS 17 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The pension costs for the scheme represent the contributions payable by the Charitable Company in the period.



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

i) Local Government Pension Scheme

Non-teaching members of staff are offered membership of the Local Government Pension Scheme (LGPS). The LGPS is a defined benefit scheme and is able to identify the Academy's share of assets and liabilities and the requirements of FRS 17, Retirement Benefits, have been followed.

j) Leases

Operating lease rentals are charged to the Statement of Financial Activities on a straight line basis over the lease term.

k) Stock

Unsold uniform and catering stock is valued at the lower of cost or net realisable value.

l) Recognition of liabilities

Liabilities are recognised once there is a legal or constructive obligation that commits the Academy to the obligation.

m) Agency arrangements

The Academy Trust acts as an agent in distributing 16-19 bursary funds from EFA. Payments received from EFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received and paid and any balances held are disclosed in note 27.

3. VOLUNTARY INCOME

	Unrestricted Funds £	Restricted Funds £	Total 2015 £	<i>Total</i> 2014 £
Donations and voluntary funds	45,883	-	45,883	74,210
Contributions to educational activities	-	53,425	53,425	51,694
	45,883	53,425	99,308	125,904

4. ACTIVITIES FOR GENERATING FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2015 £	<i>Total</i> 2014 £
Uniform sales	4,691	-	4,691	21,713
Rental income	40,852	-	40,852	36,622
Sale of school meals	208,190	-	208,190	191,518
	253,733	-	253,733	249,853



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

5. INVESTMENT INCOME

	Unrestricted Funds	Restricted Funds	Total 2015	Total 2014
	£	£	£	£
Bank interest income	2,949	-	2,949	5,438

6a. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted Funds	Restricted Funds	Total 2015	Total 2014
	£	£	£	£
DfE / EFA capital grant				
Academy main building grants	-	-	-	1,080
Capital formula grant	-	26,506	26,506	25,060
	-	26,506	26,506	26,140
DfE / EFA revenue grants				
General Annual Grant (GAG)	-	5,704,710	5,704,710	5,988,079
Pupil Premium	-	145,983	145,983	137,840
	-	5,850,693	5,850,693	6,125,919
Other Government grants				
Other grants	-	-	-	11,839
	-	-	-	11,839
Other Academy income				
School funds	259,177	-	259,177	198,946
	259,177	5,877,199	6,136,376	6,362,844

6b. OTHER INCOME

	Unrestricted Funds	Restricted Funds	Total 2015	Total 2014
	£	£	£	£
Tuition fees	-	63,711	63,711	67,323
	-	63,711	63,711	67,323



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

7. RESOURCES EXPENDED

	Staff costs	Other	Depreciation	Total 2015	Total 2014
	£	£	£	£	£
Cost of generating funds					
Catering costs	-	97,823	-	97,823	97,272
Academy's educational operations					
Direct costs	4,667,350	834,000	283,392	5,784,742	5,688,984
Allocated support costs	788,646	341,159	-	1,129,805	1,118,305
	5,455,996	1,272,982	283,392	7,012,370	6,904,561
Governance costs including allocated support costs	-	55,829	-	55,829	63,170
	5,455,996	1,328,811	283,392	7,068,199	6,967,731

Outgoing resources for the year include:

	2015 £	2014 £
Operating leases- plant and machinery	-	3,256
Auditor's remuneration		
- audit fees	8,320	8,000
- other services	4,500	4,330
	12,820	15,586



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

8. CHARITABLE ACTIVITIES – ACADEMY EDUCATIONAL OPERATIONS

	Unrestricted Funds £	Restricted Funds £	Total 2015 £	Total 2014 £
Direct costs				
Teaching and educational support staff costs	-	4,667,350	4,667,350	4,490,286
Depreciation	-	283,392	283,392	293,979
Educational supplies	8,392	237,028	245,420	327,829
Educational activities	258,498	-	258,498	202,471
Examination fees	-	110,008	110,008	103,538
Staff development	-	15,695	15,695	32,166
Educational consultancy	-	78,265	78,265	92,006
Other direct costs	-	126,114	126,114	146,709
	266,890	5,517,852	5,784,742	5,688,984
Allocated support costs				
Support staff costs	-	788,646	788,646	708,650
Recruitment and support	-	4,519	4,519	25,023
Maintenance of premises and equipment	-	78,443	78,443	145,815
Cleaning	-	12,737	12,737	11,884
Rent & rates	-	28,692	28,692	26,615
Utilities	-	96,427	96,427	92,032
Insurance	-	54,057	54,057	47,143
Security and transport	-	32,856	32,856	28,308
Telephone, printing and stationery	-	26,784	26,784	25,902
Other support costs	-	6,644	6,644	6,933
	-	1,129,805	1,129,805	1,118,305
	266,890	6,647,657	6,914,547	6,807,289

9. GOVERNANCE COSTS

	Unrestricted Funds £	Restricted Funds £	Total 2015 £	Total 2014 £
Legal and professional fees	-	43,009	43,009	50,840
Auditor's remuneration				
- audit of financial statements	-	8,320	8,320	8,000
- other services	-	4,500	4,500	4,330
	-	55,829	55,829	63,170



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

10. STAFF COSTS

The average number of persons (excluding Trustees), employed by the Academy during the year expressed as full time equivalent was as follows:

	2015 No	2014 No
Management	9	9
Administration and support	48	47
Teachers	74	71
	131	127

The aggregate payroll costs during the period amounted to:

	2015 £	2014 £
Wages and salaries	4,350,810	4,181,519
Social security costs	307,054	300,477
Pension costs	777,907	684,562
Supply teachers	20,225	32,378
	5,455,996	5,198,936

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

	2015 No	2014 No
£60,001 - £70,000	2	2
£80,001 - £90,000	1	1

The above employees participated in the Teachers' Pension Scheme. During the year ended 31 August 2015, pension contributions for these members of staff amounted to £30,643 (2014: £22,290).

11. TRUSTEES' REMUNERATION

The Principal and staff Trustees only receive remuneration in respect of services they provide in undertaking the roles of Principal and staff and not in respect of their services as Trustees. Other Trustees did not receive any payments from the Academy in respect of their role as Trustees.

The value of Trustees' remuneration was as follows:

One staff Trustee (Principal)	£85,000 - £90,000 (2014: £80,000 - £85,000)
One staff Trustee	£50,000 - £55,000 (2014: £50,000 - £55,000)
One staff Trustee	£15,000 - £20,000 (2014: £30,000 - £35,000)

No Trustee's received reimbursed expenses during the year (2014: nil).



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

12. TRUSTEES' AND OFFICERS INSURANCE

In accordance with normal practice the Charitable Company 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 £5m on any one claim and the cost for 2015 was £196 (2014: £2,081).

13. TANGIBLE FIXED ASSETS

	Land and Buildings £	Academy Equipment £	Office Equipment £	Motor Vehicles £	Total £
Cost					
At 1 September 2014	17,065,912	277,380	56,642	24,655	17,424,589
Additions	11,417	12,242	2,847	-	26,506
At 31 August 2015	17,077,329	289,622	59,489	24,655	17,451,095
Depreciation					
At 1 September 2014	813,405	125,225	45,856	24,655	1,009,141
Charge for the year	244,097	28,044	11,251	-	283,392
At 31 August 2015	1,057,502	153,269	57,107	24,655	1,292,533
Net book value					
At 31 August 2015	16,019,827	136,353	2,382	-	16,158,562
At 31 August 2014	16,252,507	152,155	10,786	-	16,415,448

14. STOCK

	2015 £	2014 £
Clothing	-	8,582
Catering	4,428	4,002
	4,428	12,584

15. DEBTORS

	2015 £	2014 £
Trade debtors	7,634	19,933
Prepayments and accrued income	41,641	25,826
Other debtors	12,397	13,035
VAT recoverable	13,972	30,499
	75,644	89,293



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2015 £	2014 £
Accruals	44,434	28,553
Deferred income (see note 17)	40,009	27,030
Other creditors	344,839	602,975
	<u>429,282</u>	<u>658,558</u>

17. DEFERRED INCOME

	2015 £	2014 £
At 1 September 2014	27,030	5,077
Amounts released from previous years	(27,030)	(5,077)
Deferred in period	40,009	27,030
At 31 August 2015	<u>40,009</u>	<u>27,030</u>

At the balance sheet date, the Academy was holding funds of £24,768 for music tuition fees and £15,241 for EFA GAG rates relief funding received in advance of the 2015/16 financial year.



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

18. FUNDS

	<i>Balance At 1 September 2014</i>	Incoming Resources	Expenditure	Gains, Losses & Transfers	Balance At 31 August 2015
	£	£	£	£	£
Restricted General Funds					
General Annual Grant	93,760	5,704,710	(6,062,975)	264,505	-
Pupil Premium	-	145,983	(145,983)	-	-
Other donations	-	117,136	(117,136)	-	-
Pension reserve	(1,758,000)	-	(94,000)	24,000	(1,828,000)
	(1,664,240)	5,967,829	(6,420,094)	288,505	(1,828,000)
Restricted Fixed Asset Funds					
DfE grants	555,143	26,506	(138,786)	-	442,863
Donations and voluntary funds	15,887,305	-	(144,606)	-	15,742,699
	16,442,448	26,506	(283,392)	-	16,185,562
Total Restricted Funds	14,778,208	5,994,335	(6,703,486)	288,505	14,357,562
Total Unrestricted Funds	650,171	561,742	(364,713)	(264,505)	582,695
Total Funds	15,428,379	6,556,077	(7,068,199)	24,000	14,940,257

Restricted General Funds: EFA grants (including GAG), which must be used to meet the cost of running the Academy. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward as at 31 August 2015.

Other funds include pupil premium, music tuition and other donations which are to be spent on various restricted purposes as detailed in the original grant letter, instructions from the donors and provision of music tuition services. The Local Government Pension Scheme Liability is also included within this fund and further information can be found on note 22 of the financial statements regarding this balance.

Restricted Fixed Asset Funds: These funds relate to the land, buildings and other fixed assets which are owned by the Academy and used in accordance with the charitable objectives.

Unrestricted Funds: Represents income generated by the Academy (such as lettings and hire of facilities) and any other donations or investment income, which is not restricted for any specific purpose and can be spent as determined by the Governing Body.

Transfers between funds relate to unrestricted funds used to cover revenue expenditure in the year.



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Fixed Asset Fund	Restricted Income Fund	Pension Reserve	Total 2015
	£	£	£	£	£
Tangible fixed assets	-	16,158,562	-	-	16,158,562
Current assets	1,011,977	27,000	-	-	1,038,977
Current liabilities	(429,282)	-	-	-	(429,282)
Pension scheme liability	-	-	-	(1,828,000)	(1,828,000)
	582,695	16,185,562	-	(1,828,000)	14,940,257

20. CAPITAL COMMITMENTS

At 31 August 2015 the Academy had no capital commitments which were contracted for but not provided in these financial statements (2014: £Nil).

21. LEASE COMMITMENTS

The Academy has the following annual commitments under non-cancellable operating leases other than land and buildings which expire as follows:

	2015 £	2014 £
Within one year	-	3,256



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

22. PENSION SCHEME

The Academy is a member of two pension schemes.

Teachers Pension Scheme (TPS)

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The pension charge for the year includes contributions payable to the TPS of £442,331 (2014: £434,950), at the year-end £35,452 (2014: £36,520) was accrued in respect of the contributions to this scheme.

Valuation of the Teachers' Pension Scheme

The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge (currently 14.1%);
- total scheme liabilities for service to the effective date of £191,500 million, and notional assets of £176,600 million, giving a notional past service deficit of £14,900 million;
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations; and
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

During the year the employer contribution rate was 14.1%. The TPS valuation for 2012 determined an employer rate of 16.4% from September 2015, which will be payable during the implementation period until the next valuation as at March 2016, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2019.

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

Under the definitions set out in Financial Reporting Standard 17 Retirement Benefits (FRS 17), the TPS is a multi-employer pension scheme. The Academy is unable to identify its share of the underlying assets

and liabilities of the scheme. Accordingly, the Academy has taken advantage of the exemption in FRS 17 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy has set out above the information available on the scheme.

Local Government Pension Scheme ("LGPS")

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2015 was £296,000, of which employer's contributions totalled £237,000 and employees' contributions totalled £59,000. The anticipated contribution rates for future years are 19.5% (2014: 19.5%) for employers and an average of 6.5% (2014: 6.5%) for employees.



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

22. PENSION SCHEME (continued)

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

	At 31 August 2015	<i>At 31 August 2014</i>
Rate of increase in salaries	4.1%	<i>4.0%</i>
Rate of increase of pensions in payment / inflation	2.7%	<i>2.7%</i>
Discount rate for scheme liabilities	3.8%	<i>3.7%</i>
Expected return on assets	3.8%	<i>5.5%</i>

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

	At 31 August 2015	<i>At 31 August 2014</i>
Retiring today – males	22.5 years	<i>22.5 years</i>
Retiring today – females	24.6 years	<i>24.6 years</i>
Retiring in 20 years – males	24.4 years	<i>24.4 years</i>
Retiring in 20 years – females	27.0 years	<i>27.0 years</i>

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

	Expected rate of return at 31 August 2015	Plan assets at 31 August 2015 £000	<i>Expected rate of return at 31 August 2014</i>	<i>Plan assets at 31 August 2014 £000</i>
Equities	3.8%	1,053	<i>6.3%</i>	<i>892</i>
Government bonds	3.8%	336	<i>3.2%</i>	<i>260</i>
Property	3.8%	122	<i>4.5%</i>	<i>74</i>
Cash	3.8%	15	<i>3.3%</i>	<i>12</i>
Total market value of assets		<u>1,526</u>		<i><u>1,238</u></i>
Present value of scheme liabilities		<u>(3,354)</u>		<i><u>(2,996)</u></i>
Deficit in scheme		<u>(1,828)</u>		<i><u>(1,758)</u></i>

To develop the expected long term rate of return on assets assumption, the employer considered the current level of expected returns on risk free investments (primarily government bonds), the historical level of the risk premium associated with the other asset classes in which the portfolio is invested and the expectations for the future returns of each asset class. The expected return for each asset class was then weighted based on the asset allocation to develop the expected long term rate of return on assets assumption for the portfolio. This resulted in the selection of the above assumptions.

The actual return on the scheme assets was £50,000 (2014: £152,000).



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

22. PENSION SCHEME (continued)

The amounts included within the Statement of Financial Activities are as follows:

	2015 £000	2014 £000
Current service cost	289	211
Interest cost	116	102
Expected return on plan assets	(74)	(64)
Employer contributions	(237)	(205)
Total pension cost charged within net (outgoing)/incoming resources	94	44
Actuarial (gains)/ losses	(24)	600
Total amount charged to SOFA	70	644

The actuarial gains and losses for the current year are recognised in the statement of financial activities. The cumulative amount of actuarial gains and losses recognised in the statement of financial activities since the adoption of FRS 17 is a £604,000 loss (2014: £628,000 loss).

Analysis of pension finance costs:

	2015 £000	2014 £000
Expected return on pension scheme assets	74	64
Interest on pension scheme liabilities	(116)	(102)
	(42)	(38)

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

	2015 £000	2014 £000
At 1 September 2014	2,996	2,101
Current service cost	289	211
Interest cost	116	102
Member contributions	59	54
Actuarial losses on liabilities	(48)	571
Benefits paid	(58)	(43)
At 31 August 2015	3,354	2,996

Movements in the fair value of the scheme assets were as follows:

	2015 £000	2014 £000
At 1 September 2014	1,238	987
Expected return on scheme assets	74	64
Actuarial (losses)	(24)	(29)
Employer contributions	237	205
Member contributions	59	54
Benefits paid	(58)	(43)
At 31 August 2015	1,526	1,238

The estimated value of employer contributions for the year ending 31 August 2016 is £264,000.



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

22. PENSION SCHEME (continued)

Reconciliation of pension costs less employer contributions payable:

	2015 £000	2014 £000
Current service cost	289	211
Less: Employer contributions	237	205
	52	6

The five-year history of experience adjustments is as follows:

	2015 £000	2014 £000	2013 £000	2012 £000	2011 £000
Present value of defined benefit obligations	(3,354)	(2,996)	(2,101)	(1,753)	(1,294)
Fair value of share of scheme assets	1,526	1,238	987	645	403
Deficit in scheme	(1,828)	(1,758)	(1,114)	(1,108)	(891)
Experience adjustments on share of scheme assets	24	29	77	24	2
Experience adjustments on scheme liabilities	1	(70)	-	-	-

23. RECONCILIATION OF NET INCOME TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2015 £	2014 £
Net outgoing resources	(512,122)	(156,369)
Depreciation (note 13)	283,392	293,979
Bank interest (note 5)	(2,949)	(5,438)
Capital grants	(26,506)	(53,140)
FRS 17 pension cost less contributions payable (note 22)	52,000	6,000
FRS 17 pension finance cost (note 22)	42,000	38,000
Decrease in stocks	8,156	2,324
Decrease/ (increase) in debtors	13,649	(30,318)
Decrease in creditors	(229,276)	(137,554)
	(371,656)	(42,516)
Net cash outflow from operating activities	(371,656)	(42,516)

24. RETURNS ON INVESTMENTS AND SERVICING OF FINANCE

	2015 £	2014 £
Interest received	2,949	5,438
Net cash inflow on investments and servicing of finance	2,949	5,438



Notes to the Financial Statements for the year ended 31 August 2015 (Continued)

25. CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT

	2015	2014
	£	£
Purchase of tangible fixed assets	(26,506)	(548,722)
Capital grants	26,506	53,140
Net cash outflow from capital expenditure and financial investments	-	(495,582)

26. ANALYSIS OF CHANGES IN NET FUNDS

	<i>At 1</i> <i>September 2014</i>	Cashflows	At 31 August 2015
	£	£	£
Cash at bank and in hand	1,327,612	(368,707)	958,905

27. AGENCY ARRANGEMENTS

The Academy Trust distributes 16-19 bursary funds to students as an agent for EFA. In the accounting period ending 31 August 2015 the trust received £20,399 and disbursed £17,699 from the fund. An amount of £2,730 is included in other creditors relating to undistributed funds that is repayable to EFA.

28. MEMBERS' LIABILITIES

Every member of the Charitable Company undertakes such amount as may be required (such amount not exceeding £10) to the assets of the Company in the event of it being wound up while he or she is a member or within one period after he or she ceases to be a member, for the payment of the Trusts debts and liabilities before he or she ceases to be a member and of the costs, charges and expenses of winding up and for the adjustment of the rights of contributions amongst themselves.

29. RELATED PARTY TRANSACTIONS

The Principal and other staff Trustees only receive remuneration in respect of services undertaking the roles of Principal and staff and not in respect of their services as Trustees. Please refer to note 11 for further details.

No other related party transactions took place during the year ended 31 August 2015.