DR CHALLONER'S GRAMMAR SCHOOL (A Company Limited by Guarantee)

REPORT AND FINANCIAL STATEMENTS **YEAR ENDING 31 AUGUST 2012**

> 25/05/2013 #363 COMPANIES HOUSE

> > Company Limited by Guarantee Registration Number: 07451811 (England and Wales)

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REFERENCE AND ADMINISTRATIVE INFORMATION

Members (Trustees):

Mrs Jane Penton-Hauchard

Dr Mark Pegg Dr Mark Fenton Mrs Isobel Darby Mrs Susanne Lawson Dr John Maynard

Mr Richard Brisbourne (end of term 31 August 2011)

Mrs Carol Bevins

Directors (Governors)

Committee (*)

Denotes member of the Finance

Mrs Jane Penton-Hauchard (Chairman)*

Dr Mark Pegg (Vice Chairman) Dr Mark Fenton (Headmaster)*

Mrs Isobel Darby (Chairman of Finance Committee)*

Dr John Maynard*

Mr Richard Brisbourne* (end of term 31 August 2011)

Mr Jamie Buckridge

Mr Ashley England* (end of term 31 August 2012)

Mr Mark Gardiner Mr Mark Haines* Mr Brian Hardie Mr Chris Hardy Mr Tony Kilbourn Ms Toni Nicholls Mr Simon Partridge*

Mrs Patricia Swain (end of term 31 August 2012) Mr Chris Veys* (end of term 02 November 2011)

Ms Jane Wainwright

Mr Shaun Kennedy (commenced 18 October 2011) Mr David Roberts* (commenced 02 November 2011)

Company Secretary

Mr Sean Kennedy

Senior managers

Headmaster Deputy Headmaster Deputy Headmaster Resources Director

Dr Mark Fenton Mr Chris Clare Mr Mark Sturgeon Mr Sean Kennedy

Registered Office

Dr Challoner's Grammar School

Chesham Road Amersham

Buckinghamshire HP6 5HA

Company Registration Number

07451811 (England and Wales)

Auditors

MHA MacIntyre Hudson

31 Castle Street, High Wycombe **HP13 6RU** Buckinghamshire

Bankers

Barclays Bank PLC

90-93 Broad Street, Reading Berkshire RG1 2AP

Solicitors

Stone King Sewell 16 St John's Lane

London

EC1M 4BS

REPORT OF THE GOVERNORS FOR YEAR ENDING 31 AUGUST 2012

Governors Report

The Governors present their annual report together with the financial statements and auditors' report of the charitable company for the year ending 31 August 2012

Dr Challoner's Grammar School was the first school in Buckinghamshire to convert to an academy under the powers of the Academies Act 2010

Under this Act an Academy Trust was formed The Academy Trust is a new company limited by guarantee and was incorporated under the Companies Act 2006 on 25 November 2010

The Academy Trust entered into a funding agreement with the Secretary of State for Education on 22 December 2010 whereby the Secretary of State agreed to make payments to the Academy Trust in return for the Academy Trust undertaking to establish and maintain, and to carry on or provide for the carrying on of an independent school - Dr Challoner's Grammar School

The operation of the independent school commenced on 1 January 2011 The independent school replaced the existing foundation school (also called Dr Challoner's Grammar School) that was maintained by Buckinghamshire County Council

Academies are exempt charities This means that the company is a charity but that it does not have to register with the Charity Commission This is because it is already regulated by Department for Education, which fulfils the role of the 'Principal Regulator'

The new company operates on a financial year 1 September to 31 August Therefore these accounts are prepared for the period 1 September 2011 to 31 August 2012

As the Academy did not commence operations until 1 January 2011 the transactions within the prior period are for an 8 month rather than a 12 month period. This must be borne in mind when looking at prior year comparative figures

The financial statements have been prepared in accordance with the accounting policies disclosed in note 1 of the attached financial statements, and comply with the charitable company's memorandum and articles of association, the Companies Act 2006, and the requirements of the Statement of Recommended Practice "Accounting and Reporting by Charities" as issued in March 2005 ('SORP 2005') and Academies Accounts Direction 2011/12

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

Dr Challoner's Grammar School is a company limited by guarantee with no share capital (registration no 07451811) The company's memorandum and articles of association are the primary governing documents of the company

Members of the charitable company were agreed by the predecessor school's governing body and the Secretary of State for Education The Members act as the Trustees for the charitable activities of Dr Challoner's Grammar School

The articles of association require the Members of the charitable company to appoint at least three Governors to act as Directors with responsibility for the statutory and constitutional affairs of the charitable company and the management of the Academy

Details of Members and Governors who served throughout the financial year are detailed in the Reference and Administration information on page 3

Members' liability

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

Governors' Indemnities

The Articles of Association state that every Governor shall be indemnified out of the assets of the Academy Trust against any liability by them in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which he is acquitted or in connection with any application in which relief is granted to him by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Academy Trust

The Academy also has employers liability insurance, public liability insurance and professional indemnity insurance

Principal Activities.

The principal object of the charitable company is "establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum"

This object is met via the operation of the Dr Challoner's Grammar School that provides education for boys between the ages of 11 and 19 in accordance with its Articles

Method of Recruitment and Appointment or Election of Governors

The members of the governing body of the predecessor school as at 31 December 2010 were appointed as governors during the course of January 2011 to serve out their remaining terms of office The exception to this was that the governor previously appointed by the local authority was replaced with an additional staff governor

When appointing governors the following is taken into consideration

The Articles of the Academy Trust require the makeup of the governors to be as follows

- 3 staff governors appointed via staff election
- 3 parent governors elected by parents of registered pupils of the Academy
- Up to 8 community governors appointed by the Members There must always be at least 3 community governors that are parents of pupils at the Academy
- Up to 5 co-opted governors appointed by the governors that have not themselves been co-
- The Head teacher is an ex officio governor

Governors who are employees of the academy (including the head teacher) cannot exceed one third of the total number of governors

The structure of the governing body that was in place at 31 August 2012 was 16 governors as follows

Governor type	31 August 2011	31 August 2012		
Non-parent community governor	5 _	5		
Parent Governor	6	5		
Co-opted Governor	3	3		
Staff Governor	3	2		
Headteacher	1	1		
TOTAL	18	16		

One Parent Governor resigned and one Teacher Governor ceased to be employed by the Academy

with effect from 31 August 2012 and replacements were not in place as at 31 August 2012

The term of office for any governor shall be four years excepting

- · The Head Teacher
- · Staff governors if they cease to be employed by the Academy
- The term of office can be less than four years for any governor other than a parent governor

In general governors are replaced as and when they reach the end of the term of their office. Subject to remaining eligible to be a particular type of governor, any governor may be re-appointed or re-elected.

Policies and Procedures Adopted for the Induction and Training of Governors

The training and induction provided for new Governors will depend on their existing experience Where necessary induction will provide training on charity and educational, legal and financial matters

All new Governors will be given a tour of the school and the chance to meet with staff and students All governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as governors

As there are normally only two or three new governors a year, induction tends to be done informally and is tailored specifically to the individual

Organisational Structure

The structure consists of three levels the Governors, Senior Leadership Team and Budget Holders

The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels

The Governors are responsible for setting general policy, adopting an annual plan and budget, monitoring the Academy by the use of budgets and making major decisions about the direction of the Academy, capital expenditure and senior staff appointments. The Governors are also responsible for approving the Finance Manual under which the school's finances operate.

The Headmaster has overall executive responsibility for the academy's activities including financial activities. Much of the responsibility for financial activities has been delegated to the Resources Director.

The Headmaster is responsible for the appointment of all staff with the exception of the 2 Deputy Headmasters and the Resources Director which is done in conjunction with the Governors

The Senior Leadership Team comprises the Headmaster, 2 Deputy Headmasters, Resources Director and 5 Assistant Headteachers. The Senior Leadership Team control the Academy at an executive level implementing the policies laid down by the Governors and reporting back to them. The Senior Leadership team meets weekly and is collectively responsible for the day to day operation of the Academy, in particular organising the teaching staff, facilities and students.

Spending control is devolved to budget holders, with expenditure above certain limits needing additional authorisation from either the Senior Managers or the Governors (or both)

Connected Organisations and Related Party Relationships

Dr Challoner's Grammar School is not controlled in how it manages its operations in delivering its objectives by a third party

Although it does not have a controlling interest, Dr Challoner's Grammar School does have strong links with the following organisations

- Dr Challoner's School Educational Trust
- Dr Challoner's Grammar School Fund
- DCGS Enterprises Limited
- The Friends of Dr Challoner's Grammar School

Further details of the relationship with these organisations are given in notes 28 and 29 to the financial statements

OBJECTIVES AND ACTIVITIES

Objects and aims

The principal object and activity of the charitable company is "establishing, maintaining, carrying on, managing and developing a school [the Academy] offering a broad and balanced curriculum"

The Academy's Vision Statement of "Excellence with Integrity" underpins the following aims

In partnership with parents, Dr Challoner's Grammar School seeks to promote academic excellence and mutual respect by working with its students to

- Develop independent, enquiring minds
- Encourage reflective and rigorous life-long learning
- Engender self-esteem and sensitivity to others
- Foster creativity and originality
- Encourage active participation in the life of the school and its community
- Nurture compassion, honesty and spiritual awareness
- Acquire flexible skills for a rapidly changing world

We believe that our students will succeed through experiencing

- A broad and challenging curriculum
- Rich and varied extra-curricular activities
- Imaginative and innovative teaching
- Opportunities for responsibility, teamwork and leadership
- A secure and stimulating learning environment
- Support, challenge and the encouragement to succeed
- Participation in a learning community

Strategies and Activities

The Academy has the following goals that are linked to the vision

- Every student is supported in becoming a confident learner
- Results in all subjects at GCSE to exceed value added averages for Bucks grammar schools, and results in all subjects at A level to exceed value added (ALIS) expectations
- Every student contributes positively to a healthy and safe community
- Students' learning is supported by a high quality environment and effective services
- 5 Students' learning benefits from the school's commitment to its staff and the effective use and development of their skills

To ensure that these goals are met the school sets strategic targets within its School Improvement Plan in the following areas

- Learning and Teaching
- **School Community**
- Workforce and Business Development
- Property and Services Development

These targets are owned by a member of the Senior Leadership Team and progress on these is monitored throughout the year

Public Benefit

The Governors have complied with their duty to have due regard to the Charity Commission's guidance on Public Benefit

ACHIEVEMENTS AND PERFORMANCE

Dr Challoner's Grammar School was the first "outstanding" school in Buckinghamshire to become an Academy

The total students in the year ended 31st August 2012 numbered 1305 and the Academy has a full complement in all year groups

Examination results for 2012 continued to be outstanding. At A level, 82% of the grades were A*, A or B, with 22% being A* At GCSE, 100% of boys achieved at least 5 A*-C grades including English and Maths and 83% of the year group achieved at least 5 A*/A grades 21 students were made offers of places at Oxford and Cambridge universities

To ensure that standards are continually raised, the school operates a comprehensive self-evaluation programme which includes observation of lessons, scrutiny of students' work, questionnaires and focus groups

FINANCIAL REVIEW

Financial report for the year

Most of the Academy's income is obtained from the EFA / DfE in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the EFA / DfE during the period ended 31 August 2012 and the associated expenditure are shown as restricted funds in the statement of financial activities

The Academy also receives grants for fixed assets from the EFA / DfE and other donors. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2005), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned

During the period ended 31 August 2012, total expenditure of £5,999K was more than covered by recurrent grant funding from the EFA / DfE together with other incoming resources. The excess of income over expenditure for the period (excluding restricted fixed asset funds and pension funds) was £493K

At 31 August 2012 the net book value of fixed assets was £12,707K and movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy

The land and buildings transferred to the Academy at its inception were donated from 2 separate sources

Prior to conversion, the playing fields and other pieces of land for the school were formally owned by the governing body of the predecessor school. This ownership has now directly transferred to the Academy

Prior to conversion, the footprint of the buildings and other pieces of land for the school was held pursuant to certain historic charitable trusts. The land was permanent endowment (meaning that the capital value of the land must be retained and cannot be disposed of - only income from that capital may be expendable) Permanently endowed property cannot be held by an incorporated charity such as the Academy

This element of land continues to be "held" by its historic trust (which is not itself a company, but just

a historic type of arrangement for holding charitable assets) The Charity Commission has created an order that made Dr Challoner's Grammar School the sole corporate trustee of that Land Trust

For legal reasons a lease is being put in place between the Academy (in its role as corporate trustee) and the Academy (as occupier of the land) For the purpose of these accounts these land and buildings have been consolidated as freehold land and buildings in the Academy's accounts

Accounting policy 1 5 1 provides more detail regarding the valuation of the assets transferred at inception

Principal Risks and Uncertainties

The nature of the academy is such that the main financial instruments that it deals in are mainly bank balances, cash, trade creditors and limited trade debtors. The Academy has not made any investments in the period other than holding the cash in its bank accounts. As such there is limited risk in the nature of the academy's transactions

The academy currently has healthy levels of reserves and the liquidity risk, credit risk and cashflow risk to the academy is very low

The Academy has inherited a pension deficit from the local authority but this is not seen to provide any significant risk to the Academy (see below)

Key Financial Performance Indicators

At the start of the year the Academy sets it budget based on total reserves readily available to spend (i.e. excluding the fixed asset reserve and the pension reserve) by taking into account likely future trends in income and expenditure. The budget is then split between cost centres for which budget holders are given responsibility to manage

The majority of the budgeted income is from General Annual Grant, but other sources of income become available to the Academy throughout the year

When determining the budget the key figure that the Governors consider is the net surplus or deficit A net surplus is where expected income exceeds expected expenditure and a net deficit is where expected expenditure exceeds expected income For 2011-12 the latest budget was a net surplus of £138K

Performance against budget at a cost centre level is monitored by the Headmaster and Resources Director via monthly management reports and also by the Finance Committee at its meetings. The management reports contain a forecast out-turn position that include the likely variance from budget at the end of the year If appropriate, the budget may be adjusted throughout the year in accordance with the Academy's Financial Regulations

Unless income is ring-fenced for a specific purpose, the decision as to exactly which items of expenditure are funded by which items of income is not made until the end of the financial year. The reasons for this are as follows

- The final decisions regarding capitalising expenditure only occur at the year end, once such expenditure has been shown to meet the capitalisation criteria as laid down in the accounting
- The matching of capital income, such as Devolved Formula Capital Grant, to this expenditure can therefore only be formalised at the year end
- The decision as to which items of expenditure to capitalise for accounting purposes does not impact on the Academy's "total reserves readily available to spend"
- Budgets are set based on estimates of likely donations from other parties, including the Educational Trust and the Friends If the actual donations received vary from that budgeted then the Academy will fund the expenditure incurred from alternate reserves

Because of this the management information presented throughout the year takes a different format

to that shown in the final accounts. However, they do reconcile to the final accounts if you exclude the impact of the pension reserve and fixed asset reserve (accounting items that do not affect budgeting)

In 2011-12 the Academy's outturn position was a surplus of £493K (of which £379K related to GAG and £114K related to unrestricted income) The majority of this surplus was anticipated through the monthly management reports

The main reasons for the £355K favourable variance to budget were

Income £186K favourable position mainly due to

- Over performance in relation to activities that generate funds such as casual lettings and providing professional services to other schools by approximately £47K
- £126K in relation to income received that had not been budgeted (for example £38K in relation to insurance claims made by the school)

Expenditure £207K less expenditure than anticipated mainly due to a combination of

- efficiency savings (for example in the new reprographics contracts)
- planned reduction in IT hardware expenditure for the year
- slippage in capital projects

The single biggest item of expenditure budget that the academy has is its staffing budgets. These budgets are monitored particularly closely and for 2011-12 the variance from budget was only a favourable variance of 0 70%

Reserves policy

The governors review the reserve levels of the Academy annually This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves

In reviewing the levels of reserves the Governors have particular regard to the likely levels of future income to be received from the EFA / DfE and that these are likely to reduce significantly over the next few years

The governors have determined that the appropriate level of restricted funds in relation to EFA / DfE grant income should be maintained at a level as high as possible, without risking the claw back of monies (therefore no higher than 12% of annual GAG)

The reason for this is to provide a buffer to enable the Academy to effectively manage reductions in spending across the period in which its funding will be cut, in order to minimise the impact of these reductions on the education of the boys

The level and volume of transactions in relation to free reserves is relatively low in comparison to the overall activity of the Academy The governors have determined that the level of free reserves should be kept as high as possible in the short term to assist in providing the buffer against future years reduction in grant funding However the level of unrestricted funds held should be no higher than 12% of annual GAG

Financial position

The Academy held fund balances at 31 August 2012 of £12,279K comprising

Unresticted	£147K
Restricted (remaining surplus from predecessor school)	£411K
Restricted (GAG)	<u>£379K</u>
Total reserves readily available for spend	£937K
Restricted (Fixed Assets)	£12,707K
Restricted (Pensions)	<u>-£1,365K</u>
Total reserves	£12.279K

The pension reserve deficit is in relation to the local government pension scheme. It is being tackled by the school contributing to the pension fund. Upon advice from the actuary the school contributes the equivalent of 22 8% of the payroll of employees who are members of the local government pension scheme. Of this amount 9.1% is being used to reduce the deficit directly. The actuary has estimated that, on this basis, the school will fully fund its share of the deficit within 11 years

Going Concern

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

PLANS FOR FUTURE PERIODS

The Academy will continue striving to improve the levels of performance of its students at all levels and will continue its efforts to ensure its students get jobs or a place in higher education once they leave

The largest project is the enhancement to the Academy's 6 form and library facilities to better prepare our students for university life. The build commenced in the spring of 2012 and will be concluded by the spring of 2013 Three quarters of this project will be funded by donations from parents

AUDITORS

On 21 November 2011, our auditors adopted the trading name MHA MacIntyre Hudson They are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting

In so far as the governors are aware

- There is no relevant audit information of which the charitable company's auditor is unaware,
- The governors 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 report of the governors was approved by the governors on 29 November 2012 and signed on their behalf by

Jane Penton-Hauchard Chairman of Governors

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GOVERNANCE STATEMENT

Scope of Responsibility

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

The Governing Body has delegated the day-to-day responsibility to the Headmaster, 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 Dr Challoner's Grammar School and the Secretary of State for Education The Headmaster is also responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control

Governance

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governor's responsibilities. The full governing body has formally met 3 times during the year. Attendance during the year at meetings of the governing body was as follows

Governor	Number of Meetings Attended	Out of a Possible
Dr John Maynard	2	3
Mr Simon Partridge	3	3
Mrs Isobel Darby	3	3
Ms Jane Wainwright	1	3
Mr Mark Gardiner	3	3
Mr Mark Haines	3	3
Mr Tony Kilbourn	2	3
Mrs Patricia Swain	3	3
Mrs Jane Penton-Hauchard	3	3
Dr Mark Pegg	3	3
Mr Chris Hardy	3	3
Mr Brian Hardie	3	3
Mr James Buckridge	3	3
Mr Ashley England	3	3
Ms Toni Nicholls	2	3
Mr David Roberts	2	2
Mr Shaun Kennedy	2	2
Dr Mark Fenton	3	3
Mr Chris Veys	1	1

During the year Chris Veys, Patricia Swain, Richard Brisbourne and Ashley England left the Governing Body and David Roberts and Shaun Kennedy joined These governor movements had no adverse impact on the operation of the governing body

The Finance Committee is a sub-committee of the main governing body. Its main purposes are

- To prepare and recommend the annual financial plan for ratification by the full Governing Body
- To have authority to approve any virements up to a value of £100,000
- To recommend to the full Governing Body the level of financial authority to be delegated to the Principal/Headmaster for the day-to-day management of the school and to keep this reviewed annually
- To have authority to agree the use of any planned carry forward having regard to the priorities established in the School Improvement Plan and up to a limit of £50,000
- To receive and review budget monitoring reports 5
- To arrange for an audit/independent examination of the academy accounts
- To ensure that the Academy is registered with the appropriate regulatory bodies
- To confirm annually the authorised signatories for the academy's banking transactions
- To ensure that the latest Financial Regulations are followed carefully within school and that any recommendations from the auditors or the Responsible Officer are considered
- 10 To prepare and keep under review a Charging Policy covering charges in relation to students and parents
- 11 To review annually the Financial Regulations and recommend to the Full Governing Body for
- 12 To review and approve annually the contracts and leases into which the school has entered

The committee members are listed below During the year David Roberts and Shaun Kennedy, joined the committee and chris Veys and Ashley England left the committee

Attendance at meetings in the year was as follows

Governor	Number of Meetings Attended	Out of a Possible
Dr John Maynard	5	5
Mr Simon Partridge	5	5
Mrs Isobel Darby	4	5
Mr Mark Hames	5	5
Mrs Jane Penton-Hauchard	4	5
Mr Ashley England	3	5
Mr David Roberts	1	3
Mr Shaun Kennedy	3	3
Dr Mark Fenton	4	5
Mr Chris Veys	2	2

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 ongoing process designed to identify and prioritise the risks to the achievement of the school's policies aims and objectives, to evaluate the likelihood of those risks being realised, the impact should they be realised, and to manage them efficiently, effectively and economically

The system of internal control has been in place in Dr Challoner's Grammar School for the period ending 31 August 2012 and up to the date of approval of the annual report and financial statements

Capacity to Handle Risk

The Governing Body has reviewed the key risks to which Dr Challoner's Grammar School is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks

The Governing Body is of the view that there is an effective informal process for identifying, evaluating and managing the school's significant risks. These informal processes include the weekly senior management meetings where key risks were discussed and the governor meetings at which key risks were brought to the governors' attention and actions agreed

The Risk and Control Framework

The School'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 Committee of reports that indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- Setting targets to measure financial performance,
- Clearly defined purchasing (asset purchase or capital investment) guidelines
- Delegation of authority and segregation of duties,
- Identification and management of risks

The governors have considered the need for a specific internal audit function and have decided not to appoint an internal auditor. However, the governors have appointed, a governor, as Responsible Officer (RO) Until 18 October 2011 this role was performed by Chris Veys and since that date by Mark Haines

The RO's role includes giving advice on financial matters and performing a range of checks on the Academy's financial systems

On a termly basis the RO reports to the finance committee on the operation of the systems of control and on the discharge of the governing body's financial responsibilities

No significant issues have been identified

Review of effectiveness

As Accounting Officer, the Headmaster 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 Responsible Officer
- The work of the external auditor
- The financial management and governance self assessment process,
- The work of the senior leadership team 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 and a plan to address weaknesses and ensure continuous improvement of the system is in place

Approved by order of the members of the Governing Body on 29 November 2012 and approved on its

ane Penton-Hauchard Chair of Governors

Accounting Officer

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

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

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

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

Dr Mark Fenton Accounting Officer

STATEMENT OF GOVERNORS RESPONSIBILITIES

The Governors (who act as directors of the Company for the purposes of company law) are responsible for preparing the governors report and the financial statements in accordance with the Annual Accounts Requirements issued by the Education Funding Agency (EFA), United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable laws and regulations

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

- select suitable accounting policies and then apply them consistently,
- · observe the methods and principles in the Charities SORP,
- · make judgements 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 operation

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

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

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

Approved by order of the members on the Governing Body on 29 November 2012 and signed on its behalf by

arie Penton-Hauchard Chair of Governors

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DR CHALLONERS GRAMMAR SCHOOL FOR THE YEAR ENDED 31 AUGUST 2012 (Company number: 07451811)

We have audited the financial statements of Dr Challoner's Grammar School for the year ended 31 August 2012 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, Accounting Policies and the related notes. 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 2011/12 issued by the Education Funding Agency

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

Respective responsibilities of governors and auditors

As explained more fully in the Governors' Responsibilities Statement set out on page 17, the Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view

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 academy's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the governors, and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the reports and financial statements to identify material inconsistencies with the audited financial statements. 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 academy's affairs as at 31 August 2012 and of its incoming resources and application of resources for the year then ended,
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and
- have been prepared in accordance with the requirements of the Companies Act 2006

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Governors' Annual 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 Governors' remuneration specified by law are not made, or
- we have not received all the information and explanations we require for our audit

Kellva

BIANCA SILVA ACA (Senior Statutory Auditor) For and on behalf of MHA MACINTYRE HUDSON Statutory Auditor and Chartered Accountants

31 Castle Street High Wycombe Buckinghamshire **HP13 6RU**

29 November 2012

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO DR CHALLONER'S SCHOOL AND THE EDUCATION FUNDING AGENCY

In accordance with the terms of our engagement letter dated 2 November 2012 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2011/12, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Dr Challoner's Grammar School during the year ended 31 August 2012 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 Dr Challoner's Grammar School and the EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Dr Challoner's Grammar School 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 Dr Challoner's Grammar School and the EFA, for our work, for this report, or for the conclusion we have formed

Respective responsibilities of Dr Challoner's Grammar School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Dr Challoner's Grammar School's funding agreement with the Secretary of State for Education dated 22 December 2010 and the Academies Financial Handbook as published by DfES in 2006, 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 2011/12. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year ended 31 August 2012 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2011/12 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 regulanty and propriety of the academy trust's income and expenditure

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year ended 31 August 2012 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorites which govern them

WHA Hastutzine Hudon.

MHA MACINTYRE HUDSON Statutory Auditor and Chartered Accountants

31 Castle Street High Wycombe Buckinghamshire HP13 6RU

29 November 2012

STATEMENT OF FINANCIAL ACTIVITIES (including income and expenditure account)

Note Shown negative Note Funds Funds	STATEMENT OF FINANCI	AL ACI	IVITIES (INCIUG	ing income and	Restricted	account)	
Incoming resources for generated funds		Note	Funds	General Funds	Fixed Asset Funds	Aug 2012	to 31 Aug 2011
funds Voluntary Income 3 £0 £95 £484 £580 £12,305 Activities for generating funds 4 £125 £188 £0 £312 £74 Investment Income 5 £1 £0 £0 £21 £0 Investment Income 5 £1 £0 £0 £6,312 £74 Investment Income 5 £1 £0 £0 £6,360 £2,24 Incoming resources from chantable activities 6 £0 £6,234 £126 £6,360 £4,229 Total Incoming Resources 17 £126 £6,517 £610 £7,253 £16,608 Resources Expended Costs of generating funds Costs of generating funds £12 £55 £10 £77 £50 Chantable activities Academy's educational operations 8 £0 £5,677 £191 £5,868 £4,185 Governance costs 9 £0 £53 £20 £53 £23	Incoming Resources						
Activities for generating funds							
Investment Income	Voluntary Income	3	£0	-£95	-£484	-£580	-£12,305
Funding for the Academy's educational operations 6	Activities for generating funds	4					
## Funding for the Academy's educational operations	Investment Income	5	-£1	£0	£0	-£1	03
Resources Expended Costs of generating funds Costs of generating voluntary income Total lacoming Resources Total laco	-						
Resources Expended Costs of generating funds Costs of generating voluntary Test Ess		_			0.100	22.222	04.000
Resources Expended Costs of generating funds 7 £12 £55 £10 £77 £50 Charitable activities 8 £0 £5,677 £191 £5,868 £4,185 Governance costs 9 £0 £53 £0 £53 £37 Total Resources Expended 17 £12 £5,785 £201 £5,999 £4,272 Net movement in resources before transfers -£114 -£732 -£409 -£1,255 -£12,336 Gross transfers between funds 17 £0 £381 £0 £0 Net movement in resources before other recognised gains and losses -£114 -£351 -£381 £0 £0 Net movement in resources before other recognised gains and losses -£114 -£351 -£790 -£1,255 -£12,336 Actuanal losses / (gains) on defined benefit pension schemes 17,27 £0 £341 £0 £341 -£18 Other recognised losses / (gains) 17 £0 £341 £0 £989 Net Mo	•						
Costs of generating funds Costs of generating voluntary income 7 £12 £55 £10 £77 £50 Charitable activities 4 £256 £10 £77 £50 Academy's educational operations 8 £0 £5,677 £191 £5,668 £4,185 Governance costs 9 £0 £53 £0 £53 £37 Total Resources Expended 17 £12 £5,785 £201 £5,999 £4,272 Net movement in resources before transfers -£114 -£732 -£409 -£1,255 -£12,336 Gross transfers between funds 17 £0 £381 £381 £0 £0 Net movement in resources before other recognised gains and losses -£114 -£351 -£790 -£1,255 -£12,336 Actuarial losses / (gains) on defined benefit pension schemes 17,27 £0 £341 £0 £341 -£18 Other recognised losses / (gains) 17 £0 £341 -£10 -£914 -£11,365 </td <td>Total Incoming Resources</td> <td>17</td> <td>-£126</td> <td>-£6,517</td> <td>-£610</td> <td>-£7,253</td> <td>-£16,608</td>	Total Incoming Resources	17	-£126	-£6,517	-£610	-£7,253	-£16,608
Income 7	Costs of generating funds						
Charitable activities Academy's educational operations 8 £0 £5,677 £191 £5,868 £4,185 Governance costs 9 £0 £53 £0 £53 £37 Total Resources Expended 17 £12 £5,785 £201 £5,999 £4,272 Net movement in resources before transfers -£114 -£732 -£409 -£1,255 -£12,336 Gross transfers between funds 17 £0 £381 -£381 £0 £0 Net movement in resources before other recognised gains and losses -£114 -£351 -£790 -£1,255 -£12,336 Actuarial losses / (gains) on defined benefit pension schemes 17,27 £0 £341 £0 £341 -£18 Other recognised losses / (gains) 17 £0 £341 £0 £341 -£18 Net Movement in Funds -£114 -£10 -£790 -£914 -£11,365 Reconciliation of Funds. Total Funds B/F at 1 September 2011 17 -£33 </td <td>•</td> <td>7</td> <td>£12</td> <td>£55</td> <td>£10</td> <td>£77</td> <td>£50</td>	•	7	£12	£55	£10	£77	£50
Academy's educational operations 8 £0 £5,677 £191 £5,868 £4,185 Governance costs 9 £0 £53 £0 £53 £37 Total Resources Expended 17 £12 £5,785 £201 £5,999 £4,272 Net movement in resources before transfers -£114 -£732 -£409 -£1,255 -£12,336 Gross transfers between funds 17 £0 £381 -£381 £0 £0 Net movement in resources before other recognised gains and losses -£114 -£351 -£790 -£1,255 -£12,336 Actuarial losses / (gains) on defined benefit pension schemes 17,27 £0 £341 £0 £341 -£18 Other recognised losses / (gains) 17 £0 £341 £0 £341 -£18 Net Movement in Funds -£114 -£10 -£790 -£914 -£11,365 Reconciliation of Funds. 17 -£33 £585 -£11,917 -£11,365 £0 Funds carried forward as at 31 </td <td></td> <td>•</td> <td>-12</td> <td>200</td> <td>2.0</td> <td></td> <td></td>		•	-12	200	2.0		
Governance costs 9 £0 £53 £0 £53 £37 Total Resources Expended 17 £12 £5,785 £201 £5,999 £4,272 Net movement in resources before transfers -£114 -£732 -£409 -£1,255 -£12,336 Gross transfers between funds 17 £0 £381 -£381 £0 £0 Net movement in resources before other recognised gains and losses -£114 -£351 -£790 -£1,255 -£12,336 Actuarial losses / (gains) on defined benefit pension schemes 17,27 £0 £341 £0 £341 -£18 Other recognised losses / (gains) 17 £0 £341 £0 £341 -£18 Net Movement in Funds -£114 -£10 -£790 -£914 -£11,365 Reconciliation of Funds. Total Funds B/F at 1 September 2011 17 -£33 £585 -£11,917 -£11,365 £0 Funds carried forward as at 31		8	£0	£5.677	£191	£5.868	£4,185
Total Resources Expended 17 £12 £5,785 £201 £5,999 £4,272 Net movement in resources before transfers -£114 -£732 -£409 -£1,255 -£12,336 Gross transfers between funds 17 £0 £381 £381 £0 £0 Net movement in resources before other recognised gains and losses -£114 -£351 -£790 -£1,255 -£12,336 Actuarial losses / (gains) on defined benefit pension schemes 17,27 £0 £341 £0 £341 -£18 Other recognised losses / (gains) 17 £0 £341 £0 £341 -£18 Net Movement in Funds -£114 -£10 -£790 -£914 -£11,365 Reconciliation of Funds. Total Funds B/F at 1 September 2011 17 -£33 £585 -£11,917 -£11,365 £0 Funds carried forward as at 31				· · · · · · · · · · · · · · · · · · ·		•	
transfers -£114 -£732 -£409 -£1,255 -£12,336 Gross transfers between funds 17 £0 £381 £281 £0 £0 Net movement in resources before other recognised gains and losses -£114 -£351 -£790 -£1,255 -£12,336 Actuarial losses / (gains) on defined benefit pension schemes 17,27 £0 £341 £0 £341 -£18 Other recognised losses / (gains) 17 £0 £341 £0 £989 Net Movement in Funds -£114 -£10 -£790 -£914 -£11,365 Reconciliation of Funds. Total Funds B/F at 1 September 2011 17 -£33 £585 -£11,917 -£11,365 £0 Funds carried forward as at 31	Total Resources Expended	17	£12	£5,785	£201	£5,999	£4,272
Gross transfers between funds 17 £0 £381 -£381 £0 £0 Net movement in resources before other recognised gains and losses -£114 -£351 -£790 -£1,255 -£12,336 Actuarial losses / (gains) on defined benefit pension schemes 17,27 £0 £341 £0 £341 -£18 Other recognised losses / (gains) 17 £0 £341 £0 £989 Net Movement in Funds -£114 -£10 -£790 -£914 -£11,365 Reconciliation of Funds. Total Funds B/F at 1 September 2011 17 -£33 £585 -£11,917 -£11,365 £0 Funds carried forward as at 31	Net movement in resources before						
Net movement in resources before other recognised gains and losses -£114 -£351 -£790 -£1,255 -£12,336 Actuarial losses / (gains) on defined benefit pension schemes 17,27 £0 £341 £0 £341 -£18 Other recognised losses / (gains) 17 £0 £341 £0 £989 Net Movement in Funds -£114 -£10 -£790 -£914 -£11,365 Reconciliation of Funds. Total Funds B/F at 1 September 2011 17 -£33 £585 -£11,917 -£11,365 £0 Funds carried forward as at 31						•	•
other recognised gains and losses -£114 -£351 -£790 -£1,255 -£12,336 Actuarial losses / (gains) on defined benefit pension schemes 17,27 £0 £341 £0 £341 -£18 Other recognised losses / (gains) 17 £0 £989 Net Movement in Funds -£114 -£10 -£790 -£914 -£11,365 Reconciliation of Funds. Total Funds B/F at 1 September 2011 17 -£33 £585 -£11,917 -£11,365 £0 Funds carried forward as at 31	Gross transfers between funds	17	<u>03</u>	£381	-£381	£0	£0_
benefit pension schemes 17,27 £0 £341 £0 £341 -£18 Other recognised losses / (gains) 17 £0 £989 Net Movement in Funds -£114 -£10 -£790 -£914 -£11,365 Reconciliation of Funds. Total Funds B/F at 1 September 2011 17 -£33 £585 -£11,917 -£11,365 £0 Funds carried forward as at 31			-£114	-£351	-£790	-£1,255	-£12,336
Net Movement in Funds -£114 -£10 -£790 -£914 -£11,365 Reconciliation of Funds. Total Funds B/F at 1 September 2011 17 -£33 £585 -£11,917 -£11,365 £0 Funds carried forward as at 31	benefit pension schemes		£0	£341	£0		
Total Funds B/F at 1 September 2011 17 -£33 £585 -£11,917 - £11,365 £0 Funds carried forward as at 31			-£114	-£10	-£790	-£914	
Total Funds B/F at 1 September 2011 17 -£33 £585 -£11,917 - £11,365 £0 Funds carried forward as at 31							
2011 17 <u>£33</u> £585 <u>£11,917</u> £11,365 £0 Funds carried forward as at 31	Reconciliation of Funds.						
	2011	17	-£33	£585_	-£11,917	-£11,365	£0_
			-£147	£575	-£12,707	-£12,279	-£11,365

All of the Academy's activities derive from the continuing operations during the above financial period

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

BALANCE SHEET as at 31 August 2012 Company number. 07451811			151811	
	Note		31-Aug-12 £000	31-Aug-11 £000
Fixed Assets				
Tangible Assets	13	£12,707		£11,917
Investments	_	£0		£0_
			£12,707	£11,917
Current assets				
Stock	14	£0		£0
Debtors	15	£208		£147
Cash in bank and hand		£1,135		£748
	_	£1,343		£895
Current Liabilities				
Creditors amounts falling due within 1 year	16	-£406		-£451
,	_	-£406		-£451
			£937	£444
Total assets less current liabilities			£13,644	£12,361
Long term liabilities				
Creditors due more than 1 year		£0		£0
Other	_	£0_		£0_
			03	63
Net assets excluding pension liability			£13,644	£12,361
Pension scheme liability	27		£13,844 -£1,365	£12,361 -£996
Total Net Assets	21	-	£12,279	£11,365
Total Net Assets		-		211,000
Funds Restricted funds				
Restricted funds Restricted fixed asset fund	17	£12 707		611.017
	17	-£12,707 -£790		-£11,917 -£411
Restricted general fund Pension Reserve	17	£1,365_		
rension reserve	'' -	-£12,132		£996 -£11,332
		*E12,132		-2.11,332
Unrestricted Funds				
General Fund	17 _	-£147_		-£33
	_	-£147		-£33
Total Funds		-	-£12,279	-£11,365
		_		

The financial statements on pages 22 to 45 were approved by the governors and authorised for issue on 29 November 2012 and are signed on their behalf by Mrs Jane Penton-Hauchard, Chair of Governors and Dr Mark Fenton, Head Teacher and Accounting Officer

Dr Mark Fenton

CASH FLOW STATEMENT

	Notes	2012 £000	2011 £000
Net Cash inflow from operating activities	21	£766	£989
Returns on investment and servicing of finance	22	£1	£0
Capital expenditure	23	-£381	-£241
Decrease / Increase in Cash in the Period		387	£748
Reconciliation of net cash flow to movement in net funds			
Net funds at 1 September 2011		£748	<u>03</u>
Net funds at 31 August 2012		£1,135	£748

NOTES TO THE FINANCIAL STATEMENTS

Principal Accounting Policies

1.1 Basis of preparation

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

A summary of the principal accounting policies, which have been applied consistently, except where noted, is set out below

1.2 Going Concern

The governors assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of a company to continue as a going concern. The governors make this assessment in respect of a period of one year from the date of approval of the financial statements. The assessment is that the Academy is a going concern

1.3 Incoming resources

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

Grants receivable

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt its recognition is deferred and included in creditors as deferred income Where entitlement occurs before income is received, the income is accrued

1 3.2 **Donations**

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

Other Income

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

1.3.4 Donated services and gifts in kind

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

1.4 Resources expended

All expenditure is recognised in the period in which a liability is incurred and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on a 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

1 4.1 Costs of generating funds

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

1.4.2 Charitable activities

These are costs incurred on the school's educational operations

1.4.3 Governance costs

These include costs attributable to the Academy's compliance with constitutional and statutory requirements, including audit, strategic management and Governor's meetings and reimbursed expenses

All resources expended are inclusive of irrecoverable VAT

1.5 Tangible fixed assets

1.5.1 Recognition:

The academy opened for business on 1 January 2011 At this point in time the assets of school that was maintained by the local authority called "Dr Challoner's Grammar School" transferred to the academy

These have been recognised in the balance sheet as an "original donation"

- The donation value that has been used to recognise the land and buildings in the balance sheet was the depreciated replacement cost for the land and buildings as reported in the audited accounts of Buckinghamshire County Council for the period ended 31 March 2010
- The donation value that has been used to recognise the furniture and equipment is three times the annual cost of annual expenditure on furniture and equipment of the predecessor school
- The donation value that has been used to recognise the computer equipment is twice the annual cost of annual expenditure on computer equipment of the predecessor school This estimate is reflective of the depreciation rate applied to computer equipment
- The donation value that has been used to recognise the motor vehicles is market value as at 1 January 2011

Tangible fixed assets acquired since the Academy was in operation are included in the accounts at cost

The academy has a capitalisation threshold of £2,000 Assets with a value less than £2,000 are written off in the year of acquisition

For clanfication, where the academy makes bulk purchases of similar items that meet the definition of capital expenditure and individually are below the capitalisation threshold but collectively amount to more than the capitalisation threshold these are capitalised in the year of acquisition

1.52 Measurement

Tangible fixed assets on the balance sheet are carried at cost, net of depreciation and any provision for impairment

Funding:

Where tangible fixed assets have been acquired with the aid of specific grants they are included in the balance sheet at cost and depreciated over their expected useful economic

- If they have been acquired with the aid of specific grants, either from the government or from the private sector, the related grants are credited to a restricted fixed asset fund (in the statement of financial activities) and carried forward in the balance sheet
- If they have been acquired with the use of general annual grant or unrestricted income the income is initially credited to the relevant restricted or unrestricted fund in the balance sheet and then transferred to the restricted fixed asset fund (in the statement of financial activities) and carried forward in the balance sheet

The depreciation on such assets is charged in the statement of financial activities over the expected useful economic life of the related asset on a basis consistent with the depreciation policy against the restricted fixed asset fund

1.5.4 Depreciation:

Depreciation is provided on a straight line basis on the cost of tangible fixed assets, to write them down to their estimated residual values over their expected useful lives depreciation is provided on freehold land. The principal annual rates used for other assets

Freehold buildings	2%
Furniture and equipment	20%
Motor Vehicles	20%
Computer equipment and software	33 33%

Depreciation is not charged in the year of acquisition but is charged in the year of disposal The only exception to this is that depreciation was charged in 2010-11 on those assets recognised on the balance sheet as an "original donation" from the predecessor school

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

1.5.5 Impairment:

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

1.6 Leased assets

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight line basis over the lease term

1.7 Investments

The Academy holds no investments

18 **Stock**

The Academy holds no stock

1.9 **Taxation**

Dr Challoner's Grammar School is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore meets the definition of a chantable company for UK corporation tax purposes Accordingly, the Academy is potentially exempt from taxation in respect of income or capital gains received within the 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 income or gains are applied exclusively to charitable purposes

1 10 **Pensions**

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

1.10.1 Teachers' Pension Scheme (TPS)

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of the pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in note 27 the TPS is a multiemployer scheme and the Academy is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year

1.10 2 Local Government Pension Scheme (LGPS)

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

1 11 **Fund Accounting**

1.11.1 Unrestricted Funds

Unrestricted Funds represent those resources which may be used towards meeting any of the charitable objectives of the Academy at the discretion of the Governors

1.11.2 Restricted Fixed Asset Funds

Restricted Fixed Asset Funds are resources which are to be applied to the financing of fixed assets acquired for specific capital purposes

1.11.3 Restricted Pension Reserve

The Restricted Pension Reserve is the value of the local government pension scheme deficit

1.11 4 Restricted General Funds

Restricted General Funds comprise all other restricted funds received and include grants received from the EFA and DfE

General Annual Grant ("GAG") 2

2a Results and Carry Forward for the Year	12 months to 31-Aug-12 £000	8 months to 31-Aug-11 £000
GAG b/f from prior year	£0	£0
GAG allocation for current year	-£6,152	-£3,989
Total GAG available to spend	£6,152	-£3,989
Recurrent expenditure from GAG	£5,420	£3,748
Fixed Assets purchased from GAG	£381	£241
GAG carried forward to next year	-£351	£0
Maximum Permitted	-£738	-£479
GAG to surrender to DfE	-£387	-£479
(12% rule breached if positive)	no breach	no breach
2b Use of GAG brought forward from prior year for recurrent purposes	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
Recurrent Expenditure from GAG in current year	£5,420	£3,748
GAG Allocation for current year	-£6,152	-£3,989
GAG Allocation for previous year x 2%	-£120	£0
GAG b/f from prior year in excess of 2%, used on		
recurrent expenditure in current year	-£852	-£241
(2% rule breached if positive)	no breach	no breach

Voluntary Income

	Unrestricted Funds £000	Restricted Funds £000	Restricted Fixed Asset Funds £000	12 months to 31-Aug-12 £000	8 months to 31-Aug-11 £000
Inherited from predecessor school	£0	£0	£0	£0	-£12 076
Dr Challoner's Educational Trust	£0	-£14	-£462	-£476	-£84
School Fund Income	£0	-£44	£0	-£44	-£120
Friends	£0	-£1	-£22	-£23	£0
Other	£0	-£36	£0	-£36	-£25
	£0	-£95	-£484	-£580	-£12,305

Activities for Generating Funds

	Unrestricted Funds £000	Restricted Funds £000	Restricted Fixed Asset Funds £000	12 months to 31-Aug-12 £000	8 months to 31-Aug-11 £000
Casual Lettings	-£22	£0	£0	-£22	-£7
Licences to Occupy Professional Services to Third	-£24	£0	£0	-£24	£0
Parties	-£67	£0	£0	-£67	-£9
Insurance Income	£0	-£38	£0	-£38	£0
Music Tuition	£0	-£113	£0	-£113	£0
Other Activities	£12	£37	£0	-£49	-£58
	-£125	£188	£0	-£312	-£74

Investment Income

	Unrestricted Funds £000	Restricted Funds £000	Restricted Fixed Asset Funds £000	12 months to 31-Aug-12 £000	8 months to 31-Aug-11 £000
Investment Income					
Interest on Bank Balances	-£1	£0	£0	-£1	£0
Interest on Investments	£0_	£0	£0	£0	£0
	-£1	£0	£0	-£1	£0

Funding for the Academy's educational operations

	Unrestricted Funds £000	Restricted Funds £000	Restricted Fixed Asset Funds £000	12 months to 31-Aug-12 £000	8 months to 31-Aug-11 £000
Capital Government Grants					
Devolved Formula Capital Grant	£0	£0	-£26	-£26	-£26
Academies Maintenance Capital Grant	£0	£0	-£100	-£100	-£100
Other Government Grants					
General Annual Grant (GAG)	£0	-£6,152	£0	-£6,152	-£3,989
Pupil Premium	£0	-£4	£0	-£4	£0
Teacher Training Grant	£0	-£13	£0	-£13	-£9
Standards Fund	£0	£0	£0	£0	-£104
SEN Funding	£0	-£23	£0	-£23	£0
Other Government Grants	£0	-£42	£0	-£42	£0
	£0	-£6,234	-£126	-£6,360	-£4,229

7 Resources Expended

	Non Pay				
	Staff Costs		•	12 months to	8 months to
	£000	Premises £000	Other £000	31-Aug-12 £000	31-Aug-11 £000
Costs of generating voluntary income Academy's educational operations:	£59	£10	83	£77	£50
Direct costs	£4,060	£151	£354	£4,565	£3,201
Allocated support costs	£670	£376	£258	£1,304	£984
	£4,730	£527	£612	£5,868	£4,185
Governance costs including allocated					
support costs	£39	03	£13	£52	£37
	£4,827	£537	£633	£5,998	£4,272

Net incoming resources for the period are stated after -

> 2012 2011 £000 £000 Fees payable to auditors £9 £9 Depreciation £201 £154

8 Charitable Activities – Academy's Educational Activities

	Unrestricted Funds £000	Restricted Funds £000	12 months to 31-Aug-12 £000	8 months to 31-Aug-11 £000
Direct Costs				
Teaching and Educational Support Staff				
costs	£0	£4,060	£4,060	£2,763
Depreciation	£0	£151	£151	£115
Educational Supplies	£0	£0	£0	£50
Examination fees	£0	£122	£122	£129
Staff development	£0	£39	£39	£26
Educational consultancy	£0	£188	£188	£112
Other direct costs	£0	£4	£4	£6
	£0	£4,565	£4,565	£3,201
Allocated Support Costs				
Support staff costs	£0	£670	£670	£430
Depreciation	£0	£40	£40	£31
Recruitment and Support	£0	£31	£31	£10
Maintenance of equipment and premises	£0	£255	£255	£211
Cleaning	£0	£8	£8	£5
Rent and rates	£0	£19	£19	£31
Insurance	£0	£53	£53	£51
Security and Transport	£0	£35	£35	£19
Catering	£0	£17	£17	£12
Bank interest and charges	£0	£2	£2	£0
Other support costs	£0	£174	£174	£184
Carter Support Society	£0	£1,304	£1,304	£984
Total	£0	£5,868	£5,868	£4,185

9 **Governance Costs**

	Unrestricted Funds £000	Restricted General Funds £000	12 months to 31-Aug-12 £000	8 months to 31-Aug-11 £000
Governance Costs				
Support costs	£0	£39	£39	£24
Legal and professional fees	£0	£5	£5	£4
Audit of financial statements	£0	£9	£9	£9
Responsible Officer Audit	£0	£0	£0	£0
Governors reimbursed expenses	£0	£0	£0	£0
	£0	£53	£53	£37

10 **Staff Costs**

Staff cost data for the period ending August 2011 is based on 8 months of Academy expenditure (since January 2011) and are not directly comparable

Staff Costs

	31-Aug-12 £000	31-Aug-11 £000
Wages and salanes	£3,922	£2,638
Social Security Costs	£305	£200
Pension Costs	£570	£384
	£4,797	£3,222
Supply Teacher Costs	£2	£8
Compensation Payments	£0	£0
	£4,799	£3,230

The average number of persons (including the senior leadership team) employed by the Academy during the period expressed as full time equivalents was

	31-Aug-12	31-Aug-11
	No	No
Teachers	62	68
Administration and Support	38	39
Managers	9	9
	109	116

The reduction in numbers is mainly explained by teachers teaching 22 out of 25 periods in 2011-12 compared to 21 out of 25 periods in 2010-11

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

		12 month equivalent	8 month period to
	31-Aug-12	31-Aug-11	31-Aug-11
£60,001 - £70,000	2		
£70,001 - £80,000	1	1	1
£80,001 - £90,000			
£90,001 - £100,000			
£100,001 - £110,000		1	
£110,001 - £120,000	1		
	4	2	1

Three of the above employees participated in the Teacher's Pension Scheme During the period ended 31 August 2012 pension contributions for these staff members amounted to £35K

One of the above employees participated in the Local Government Pension Scheme During the period ended 31 August 2012 pension contributions for this staff member amounted to £14K

Trustees' remuneration and expenses

Where remuneration and other benefits are paid to the trustees these are required to be disclosed in the accounts in bands of £5K. There is no disclosure requirement for governors who are not trustees

Dunng the year there were five trustees that also acted as governors of the Academy Trust Governors do not receive remuneration for acting as a governor of the Academy Trust

The headmaster of the Academy is a trustee, a governor and a member of the staff He received remuneration from the Academy Trust only in respect of his employment as a member of the Academy's staff in the band £115K - £120K As the headmaster is a member of the teachers' pension scheme the Academy also contributed 14 1% in pension payments

Other trustees and governors did not receive remuneration other than expenses from the Academy in respect of their role as governors
Duning the year to 31 August travel and subsistence expenses totalling £0 was paid to governors in respect of their duties as governors

Related Party Transactions involving governors and trustees are set out in note 29

Governor's and Officer's Insurance 12

In accordance with normal commercial practice the Academy has purchased insurance to protect governors and officers from claims ansing from negligent acts, errors or omissions occurring whilst on academy business The insurance provides cover of up to £3,000,000 on any one claim and the cost for the year ended 31 August 2012 was £1,650 The cost of this insurance is included in the total insurance cost

13 **Tangible Fixed Assets**

	Freehold Land and Buildings £000	Furniture and Equipment £000	Computer Equipment £000	Motor Vehicles £000	TOTAL £000
Cost					
As at 1 September 2011	£11,391	£373	£302	£5	£12,071
Additions	£213	£673	£105	£O	£991
Disposals	£0	£0	£0	£O	£0
Transfers	£0	£0	£0	£0	£0
At 31 August 2012	£11,604	£1,046	£407	£5	£13,062
Depreciation					
As at 1 September 2011	-£18	-£60	-£75	£O	-£153
Charged in Year	-£27	-£75	-£100	£0	-£202
Disposals	£0	£0	£0	£O	£0
Transfers	£0	£0	£0	£0	£0
At 31 August 2012	-£45	-£135	£175	£0	-£355
Net Book Value					
As at 31 August 2012	£11,559	£911	£232	£5	£12,707
As at 1 September 2011	£11,373	£313	£227	£5	£11,918

14 Stock

The academy did not carry any stock at the balance sheet date

15 **Debtors**

	31-Aug-12 £000	31-Aug-11 £000	
Trade Debtors	£84	£38	
VAT Debtors	£105	£109	
Prepayments	£19	£0	
Other Debtors	£0	£0	
	£208	£147	

16 Creditors: Amount falling due within 1 year

	31-Aug-12 £000	31-Aug-11 £000
Trade creditors	-£235	-£304
HMRC	-£98	-£99
Receipts in Advance / Deferred Income	-£74	-£48
Other Creditors	£0	£0
- -	-£407	-£451

17 Funds					
	Balance as				Balance as
	at 31 August	Incoming	Resources	Gains Losses and	at 31 August
	2011	Resources	Expended	Transfers	2012
	£000	£000	£000	£000	£000
Restricted General Funds					
General Annual Grant (GAG)	£0	-£6,152	£5,420	£353	-£379
Other Public Sector Grants	£0	-£82	£82	£0	£0
Surplus inherited from predecessor					
school	-£411	£0	£0	£0	-£411
Other restricted funds	£0	-£283	£283	£0	03
Pension Fund	£996	£0	£0	£369	£1,365
	£585	-£6,517	£5,785	£722	£575
Restricted Fixed Asset Funds					
Donation from predecessor school	-£11,503	£0	£154	£0	-£11,349
DfE / EFA Capital Grants	-£126	-£126	£7	£0	-£245
3rd party donations	-£47	-£484	£0	£0	-£531
Capital expenditure financed from GAG	-£241	£0	£40	-£381	-£582
	-£11,917	-£610	£201	-£381	-£12,707
Total Restricted Funds	-£11,332	-£7,127	£5,986	£341	-£12,132
Unrestricted Funds					
Unrestricted Funds	-£33	-£126	£12	£0	-£147
Total Unrestricted Funds	-£33	-£126	£12	£0	-£147
Total Funds	-£11,365	-£7,253	£5,998	£341	-£12,279

18 Analysis of net assets between funds

	Unrestricted Funds £000	Restricted Funds £000	Restricted Fixed Asset Funds £000	31-Aug-12 £000	31-Aug-11 £000
Tangible fixed Assets			£12,707	£12,707	£11,917
Current Assets	£147	£1,196		£1,343	£895
Current Liabilities		-£406		-£406	-£451
Pension Scheme Liability		-£1,365		-£1,365	-£996
	£147	-£575	£12,707	£12,279	£11,365

19 **Capital Commitments**

There were capital commitments of £580K that were contracted for at the balance sheet date that were not provided for in the financial statements. These commitments related to the building of the 6 form centre

20 **Financial Commitments**

Operating Leases

As at 31 August the Academy had annual commitments under non-cancellable operating leases with lease terms as follows

	2012	2011
	£000	£000
Land and Buildings		
Expiring within 1 year	£0	0£
Expiring within 2 and five years inclusive	£0	£0
Expiring in over 5 years	£0	£0
	£0	£0
Other		
Expiring within 1 year	£0	£39
Expiring within 2 and five years inclusive	£6	£0
Expiring in over 5 years	£0	£6
	£6	£45

21 Reconciliation of net income to net cash inflow from operating activities

Net cash inflow from operating activities	£766	£989
increase / (decrease) in creditors	_£44	£451
(increase) / decrease in debtors	-£61	-£147
(increase) / decrease in stocks	£0	£0
FRS 17 pension finance income	£48	£31
FRS17 Pension cost less contributions payable	-£20	-£6
Interest Receivable	-£1	£0
Capital Grants and Capital Income	-£610	-£173
Transfers from predecessor school	£0	-£11,657
Depreciation	£201	£154
Net Income	£1,254	£12,336
	£000	£000
	2012	2011

22 Returns on investment and servicing of finance

	2012	2011
	£000	£000
Interest received	£1	£0
Net cash inflow from returns on investment and servicing		
of finance	£1_	£0

23 Capital expenditure and financial investment

2012	2011
£000	£000
-£991	-£414
£126	£126
£484	£47
£0	£0
-£381	-£241
	£000 -£991 £126 £484 £0

24 Analysis of changes in net funds

	At 1 September	Cash	At 31 August
	2011	flows	2012
	£000	£000	£000
Cash in hand and in bank	£748	£387	£1,135

25 Contingent Liabilities

The Academy has no contingent liabilities at the balance sheet date

26 Members' liability

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

27 Pension and Similar Obligations

The Academy's employees belong to one of two principal pension schemes, The Teachers' Pension Scheme England and Wales (TPS) for academic and related staff, and the Local Government Pension Scheme (LGPS) for non-teaching staff which is managed by Buckinghamshire County Council Both are defined benefit pension schemes

The pension costs are assessed in accordance with the advice of independent qualified actuaries The latest actuanal valuation of the TPS was 31 March 2004 and of the LGPS 31 March 2011

There were no outstanding or prepaid contributions at either the beginning or the end of the financial vear

27.1 Teachers' Pension Scheme

The Teachers' Pension Scheme ("TPS") is a statutory, contributory, defined benefit scheme. The regulations under which the TPS operates are the Teachers' Pensions Regulations 2010

Although teachers and lecturers are employed by various bodies, their retirement and other pension benefits, including annual increases payable under the Pensions (Increase) Acts are, as provided for in the Superannuation Act 1972, paid out of monies provided by Parliament. Under the unfunded TPS, teachers' contributions on a 'pay-as-you-go' basis, and employers' contributions, are credited to the Exchequer under arrangements governed by the above Act

The Teachers' Pensions Regulations require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pensions' increases) From 1 April 2001, the Account has been credited with a real rate of return (in excess of price increases and currently set at 3 5%), which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return

The Government Actuary ("GA"), using normal actuarial principles, conducts formal actuarial reviews of the TPS. The aim of the reviews is to specify the level of future contributions

The contribution rate paid into the TPS is assessed in two parts. First, a standard contribution rate ("SCR") is determined. This is the contribution, expressed as a percentage of the salaries of teachers. and lecturers in service or entering service during the period over which the contribution rate applies, which if it were paid over the entire active service of these teachers and lecturers would broadly defray the cost of benefits payable in respect of that service. Secondly, a supplementary contribution is payable if, as a result of the actuarial investigation, it is found that accumulated liabilities of the Account for benefits to past and present teachers, are not fully covered by standard contributions to

be paid in future and by the notional fund built up from past contributions. The total contribution rate payable is the sum of the SCR and the supplementary contribution rate.

The last valuation of the TPS related to the period 1 April 2001 - 31 March 2004. The GA's report of October 2006 revealed that the total liabilities of the Scheme (pensions currently in payment and the estimated cost of future benefits) amounted to £166,500 million. The value of the assets (estimated future contributions together with the proceeds from the notional investments held at the valuation date) was £163,240 million. The assumed real rate of return is 3.5% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 1.5%. The assumed gross rate of return is 6.5%.

As from 1 January 2007, and as part of the cost-sharing agreement between employers' and teachers' representatives, the SCR was assessed at 19 75%, and the supplementary contribution rate was assessed to be 0 75% (to balance assets and liabilities as required by the regulations within 15 years) This resulted in a total contribution rate of 20 5%, which translated into an employee contribution rate of 6 4% and employer contribution rate of 14 1% payable. The cost-sharing agreement also introduced – effective for the first time for the 2008 valuation – a 14% cap on employer contributions payable.

From 1 April 2012 to 31 March 2013, the employee contribution rate will range between 6 4% and 8 8%, depending on a member's Full Time Equivalent salary. Further changes to the employee contribution rate will be applied in 2013-14 and 2014-15

Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. Many of these are being discussed in the context of the design for a reformed TPS and scheme valuations are, therefore, currently suspended. The Government, however, has set out a future process for determining the employer contribution rate under the new scheme, and this process will involve a full actuarial valuation.

Under the definitions set out in Financial Reporting Standard (FRS 17) Retirement Benefits, 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 and the implications for the academy in terms of the anticipated contribution rates.

27.2 Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds

The total contribution made for the year was £214K of which employer's contributions totalled £164K and employee contributions totalled £50K

The agreed contribution rates for future years are 22 8% for employers For employees the contribution rate is dependent on their full time equivalent pay as follows -

Band	Range	Contribution rate
1	£0-£12,900	5 5%
2	£12,901 to £15,100	5 8%
3	£15,101 to £19,400	5 9%
4	£19,401 to £32,400	6 5%
5	£32,401 to £43,300	68%
6	£43,301 to £81,100	7 2%
7	More than £81.100	7.5%

27.2.1 Principal Actuarial Assumptions

Financial assumptions as at	31-Aug-12		31-Aug-11	
•	%pa	Real	%pa	Real
Rate of increase in salaries	4 1%	1 4%	4 9%	1 5%
Rate of increase in pensions in payment	1 9%	-0 8%	2 6%	-0.8%
Discount rate for scheme liabilities	3 9%	1 2%	5.4%	1 9%
Inflation assumption (CPI)	1 9%	-0 8%	2 6%	-0 8%

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

Mortality assumptions as at retiring today	31-Aug-12	31-Aug-11
Males	20.0	19.8
Females	24 0	23.9
retırıng ın 20 years		
Males	22 0	21 9
Females	25 9	25 8

27.2 2 Assets and Liabilities

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

	Expected return as at 31 August 2012	Bid value as at 31 August 2012 £000	Expected return as at 31 August 2011	Bid value as at 31 August 2011 £000
Equities	5 8%	443	6 8%	312
Gilts	2 8%	48	3 8%	37
Other Bonds	3 9%	69	5 4%	37
Property	5 3%	55	6 3%	37
Cash	0 5%	14	3 0%	9
Alternative Assets	5 8%	62	6 8%	28
Total Market Value of Assets	5 3%	691	6.3%	460
Present value of scheme liabilities				
funded		2,056		1,456
Surplus (deficit) in the scheme		-1,365		-996

The expected return on assets is based on the long term future expected investment return for each asset class as at the beginning of the period (i.e. as at 1 September 2011 for the period to 31 August 2012). The return on gilts and on other bonds is assumed to be the gift yield and corporate bond yield (with an adjustment to reflect default risk) respectively at the relevant date. The returns on equities and property are then assumed to be a margin above gilt yields.

The actual return on scheme assets was £41K (8 month period to August 2011 £15K)

27.2.3 Amounts Recognised in the Statement of Financial Activities

	At 31 August 2012	At 31 August 2011
	£000	£000
Current service cost (net of employee contributions)	144	97
Past service cost	0	0
Total Operating Charge	144	97

27 2.4 Analysis of pension finance income (costs)

	At 31 August 2012 £000	At 31 August 2011 £000
Expected return on Pension Scheme Assets	-35	-18
Interest on Pension Liabilities	83	49
Pension Finance Income (costs)	48	31

The actuarial gains and losses for the current year are recognised in the Statement of Financial Activities. The cumulative amount of actuarial losses recognised in the Statement of Financial Activities since the adoption of FRS 17 is £323K (At August 2011 £18K gain)

27.2 5 Movements in the present value of defined benefit obligations

	For period to	For period to
	31 August	31 August
	2012	2011
	£000	£000
Opening defined benefit obligation	1,456	1,330
Current Service Cost	144	97
Interest Cost	83	49
Employee Contributions	50	32
Actuarial (gain) loss	353	-21
Benefits Paid	-30	-31
Past Service Cost	0	0
Curtailments and Settlements	0	0
Closing defined benefit obligation	2,056	1,456

27.2.6 Movement in the fair value of the Academy's share of scheme assets

	For period to	For period to
	31 August	31 August
	2012	2011
	£000	£000
Opening fair value of scheme assets	460	341
Expected return on assets	35	18
Actuarial gain / loss	12	-3
Employer contributions	164	103
Employee contributions	50	32
Benefits paid	-30	-31
Closing fair value of scheme assets	691	460

The estimated value of employer contributions for the year ended 31 August 2013 is £156K

27.2.7 History of Experience Adjustments:

Amounts for Current and Previous Periods	31-Aug- 12 £000	Years to 31-Aug- 11 £000	01-Jan- 11 £000
Defined Benefits Obligation	-£2,056	-£1,456	-£1,330
Scheme Assets	£691	£460	£341
Surplus / (Deficit)	-£1,365	-£996	-£989
Experience Adjustments on Scheme Liabilities	£0	£0	£0
Percentage of Liabilities	0 0%	0 0%	0 0%
Experience Adjustments on Scheme Assets	£12	-£3	£0
Percentage of Assets	1 7%	-0 7%	0 0%

27.2.8 Reconciliation of the opening and closing deficit

	For period to	For period to
	31 August	31 August
	2012	2011
	£000	€000
Opening deficit	-996	0
Transfer on conversion	0	-989
Current service cost	-144	-97
Employer contributions	164	103
Other finance income	-48	-31
Actuarial gains / (losses)	-341	18
Deficit as at 31 August 2011	-1365	-996

27.2.9 Sensitivity analysis

	£000's	£000's	£000's
Adjustment to discount rate	+ 0 1%	0 0%	-01%
Present value of total obligation	1,998	2,056	2,115
Projected service cost	177	183	190
Adjustment to mortality age rating assumption	+ 1 year	None	- 1 year
Present value of total obligation	1,980	2,056	2,133
Projected service cost	175	183	192

28 **Connected Organisations**

Dr Challoner's Grammar School does have strong connections with the following organisations Any significant transactions with these bodies are reported in note 29 - related party transactions

Dr Challoner's School Educational Trust (charity registration 298550)

Dr Challoner's School Educational Trust (DCSET) is a charity that has been set up under a Trust Deed in 1987 and gained charitable status in March 1988. The objects of the DCSET are the provision of scholarships, prizes, grants, equipment, buildings, playing fields, and other assistance for the benefit of Dr Challoner's Grammar school and its pupils. As such DCSET makes regular donations to the School under the direction of its trustees

Although Dr Challoner's Grammar School is not a corporate trustee of DCSET, of DCSET's 6 trustees, 4 also act as existing governors of the school and 1 is also a member of the school staff

DCSET's statement of accounts can be viewed online at the Charity Commission's website http://www.chanty-commission.gov.uk/

Dr Challoner's Grammar School administers the finances of DCSET on its behalf

Dr Challoner's Grammar School Fund (chanty registration 1065722)

Dr Challoner's Grammar School Fund (the School Fund) is governed by a Trust Deed dated October 1997 The principal object of the School Fund is to advance the education of pupils / students, providing and assisting in the provision of facilities for education of students of the school

The majority of income and expenditure in the school fund now relates to restricted funds and in particular the voluntary contributions made by parents for activities organised for the benefit of the pupils (e.g. school visits) and the associated expenditure

Although Dr Challoner's Grammar School is not a corporate trustee of the School Fund, of the School Fund's 4 trustees, 2 also act as existing governors of the school and 2 are also members of the school staff

The School Fund's statement of accounts can be viewed online at the Charity Commission's website http://www.charity-commission.gov.uk/

Dr Challoner's Grammar School administers the finances of the School Fund on its behalf

28.3 DCGS Enterprises Ltd. (company registration 4266918)

DCGS Enterprises Ltd is a trading subsidiary of the School Fund. Its principal activity is the operation of the school shop for the benefit of the students

DCGS Enterprises financial performance is consolidated in the accounts of the School Fund

Dr Challoner's Grammar School administers the finances of DCGS Enterprises on its behalf

Friends of Dr Challoner's Grammar School (310621)

Friends of Dr Challoner's Grammar School (the Friends) is an unincorporated association, registered with the charity commission that provides financial assistance with the cost of educational facilities provided by Dr Challoner's Grammar School

Although Dr Challoner's Grammar School is not a corporate trustee of the Friends the Headteacher acts as President of the Friends and the Assistant Headteacher (Sixth Form and Community) is heavily involved in the day to day running of the Friends

The Friends' statement of accounts can be viewed online at the Charity Commission's website http://www.charity-commission.gov.uk/

Dr Challoner's Grammar School does not administer the finances of the Friends

28.5 Land Trust (unregistered trust)

As mentioned in the governors report the land trust exists solely to hold the freehold of a parcel of the Academy's land The Academy is the sole corporate trustee of the Trust and as such the assets have been consolidated in these financial statements

29 **Related Party Transactions**

Owing to the nature of the Academy's operations and the composition of the board of governors being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the board of governors may have an interest. All transactions involving such organisations are conducted at arms-length and are in accordance with the Academy's financial regulations and normal procurement procedures

The Academy had transactions with the following organisations

Organisation	Interest	Value	Туре
Dr Challoners School	See note 28 1	£476,295	
Educational Trust			Income
Dr Challoner's School Fund	See note 28 2	£44,043	Income
DCGS Enterprises	See note 28 3	£3,633	Income
Friends of Dr Challoner's	See note 28 4	£23,000	
Grammar School			Income
The Beacon School	A governor is a director	£22,954	Income
Bucks Cricket Board	A governor is a director	£5,040	Income
DCGS Enterprises	See note 28 3	£290	Expenditure
Chiltern District Council	One governor is a Member of the Council	£1,345	Expenditure
Ashridge Business School	One governor is a Director	£62	Expenditure