

# **L.E.A.D. Academy Trust**

Charity number: 1153236  
Registered number: 07767010

## **Trustees' report and financial statements**

**For the year ended 31 August 2016**

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# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

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**L.E.A.D. ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES  
AND ADVISERS**  
***FOR THE YEAR ENDED 31 AUGUST 2016***

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**Trustees**

P Berry  
M Blois  
H Dowell  
D Harvey  
D Owen  
M Waters (resigned 31 August 2016)

**Members**

M Blois  
D Owen

**Company registered number**

07767010

**Charity registered number**

1153236

**Principal and registered office**

The Old Pumphouse, 5 The Ropewalk, Nottingham, NG1 5DU

**Executive Team**

D Owen  
B Thandi  
N Spencelayah

**Independent auditors**

Mazars LLP, Park View House, 58 The Ropewalk, Nottingham, NG1 5DW

**Bankers**

Lloyds Bank PLC, 1 City Road East, Manchester, M15 4PU

**Solicitors**

Eversheds LLP, Watergate, 116-118 Canal Street, Nottingham, NG1 7HF

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### **TRUSTEES' REPORT**

#### **FOR THE YEAR ENDED 31 AUGUST 2016**

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The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the financial statements and auditor's reports of L.E.A.D. Academy Trust (the trust and the group) for the year to 31st August 2016. The Trustees confirm that the Annual Report and financial statements of the trust and the group comply with the current statutory requirements, the requirements of the trust and the group's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" 2015. The annual report serves the purposes of both a Trustees' report, and a directors' report under company law.

#### **Structure, governance and management**

##### **Constitution**

The Academy Trust is a company limited by guarantee and a registered charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of the L.E.A.D. Academy Trust are also the directors of the charitable company for the purposes of company law.

Details of the Trustees who served during the year are included in the Reference and Administrative Details on page 1.

The principal object of the group is to advance the public benefit, education in the United Kingdom by acting as sponsor for the establishment of new academies.

The trust is a sponsor to L.E.A.D. Multi-Academy Trust which operates 13 academies which are listed later in this report. L.E.A.D. Academy Trust had a subsidiary during the year ended 31 August 2016, L.E.A.D. Services Limited.

With effect from 1 September 2013, L.E.A.D. Academy Trust has the power to appoint the majority of trustees to the Board of L.E.A.D. Multi-Academy Trust and as a consequence, L.E.A.D. Academy Trust is required to consolidate the results of L.E.A.D. Multi-Academy Trust for the year ended 31 August 2016.

As L.E.A.D. Multi-Academy Trust is the largest entity within the L.E.A.D. Academy Trust group of companies and there is minimal level of activity for L.E.A.D. Academy Trust, it is considered appropriate to prepare financial statements of this company on the same basis as that of L.E.A.D. Multi-Academy Trust.

##### **Members' liability**

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

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### **TRUSTEES' REPORT (continued)**

#### **FOR THE YEAR ENDED 31 AUGUST 2016**

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#### **Trustees' indemnities**

A Trustee may benefit from any indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust: Provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as directors of the Academy Trust.

The Trustees have liability insurance with Zurich effective date 1st February 2016. There is a limit of indemnity of £2,000,000.

#### **Method of recruitment and appointment or election of Trustees**

The total number of Trustees shall not be less than three and unless determined otherwise by ordinary resolution, shall be subject to a maximum of nine.

The policy for appointment of the Trustees shall be:

- Up to six directors elected by the members; and
- Up to three directors elected by the directors

#### **Policies and procedures adopted for the induction and training of Trustees**

The training and induction provided for each new Trustee will depend on their existing experience and where necessary induction will provide training on charity, educational, legal and financial matters. All Trustees of the Academy Trust are provided will access to copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. The Academy Trust will also perform an annual skills audit of Trustees, should any gaps be identified training courses are offered to address these issues.

#### **Organisational structure**

The L.E.A.D. Academy Trust is a separate trust which is the sponsor of L.E.A.D. Multi-Academy Trust. The L.E.A.D. Multi-Academy Trust currently contains the following:

- Huntingdon Academy
- Sycamore Academy
- Warren Academy
- St Ann's Well Academy
- Edna G Olds Academy
- Hogarth Academy

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### **TRUSTEES' REPORT (continued)**

#### **FOR THE YEAR ENDED 31 AUGUST 2016**

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- Windmill L.E.A.D. Academy
- Millfield L.E.A.D. Academy
- Bishop Alexander L.E.A.D. Academy
- Glapton Academy
- Radford Academy
- Jubilee L.E.A.D. Academy
- Uplands Juniors L.E.A.D. Academy

In addition to this, L.E.A.D. Academy Trust also controls a trading company, L.E.A.D. Services Limited.

The management structure consists of nine levels; the Members, the Board of Trustees, the Chief Executive, the Executive Management Team, the Director of Schools, the Executive Head Teachers, the Head Teachers of each academy, the Governing Body of each academy and the Senior Leadership Team within each academy. The aim of the management structure is to devolve responsibility and encourage decision making at all levels.

Directors of L.E.A.D. Services Limited received no remuneration and any surpluses generated by L.E.A.D. Services Limited are gift aided to the L.E.A.D. Academy Trust for reinvestment as grants within the L.E.A.D. Multi-Academy Trust. During the financial year 2015/16 L.E.A.D. Services provided the following services to L.E.A.D. Multi-Academy Trust at cost only:

- £7,140 National Professional Leadership Qualifications
- £2,100 School improvements
- £20,760 Teaching School membership

The Trustees are responsible for setting general policy, adopting an annual strategic plan and budget, monitoring of each academy's performance and appointment of the Head Teachers and Chairs of Governing Bodies.

The Executive Management Team is the Chief Executive, the Deputy Chief Executive and the Director of the MAT supported by Director of Schools and Executive Head Teachers and Head Teachers of each academy. These managers control the academies at an executive level implementing policies laid down by the Trustees and reporting back to them. As a group these managers are responsible for the authorisation of spending within agreed budgets and appointment of staff.

Each Governing Body receives delegated authority from the Academy Trust Board to support the Board in fulfilling its obligations.

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### **TRUSTEES' REPORT (continued)**

#### **FOR THE YEAR ENDED 31 AUGUST 2016**

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#### **Arrangements for setting pay and remuneration of key management personnel**

The pay and remuneration of the Executive Management Team and the Director of Schools is set by the Pay Committee. Head Teacher pay is set in line with school teachers' pay and conditions.

The Pay Committee commission an external independent report which benchmarks the most senior roles across the public sector. Each role is benchmarked taking into consideration the following:

- Internal job size & internal pay relativities.
- Relevant external market positioning, and data.
- Individual experience, performance and contribution.

The Pay Committee benchmark these roles on an annual basis and utilise the report in order to review pay and remuneration of the key management personnel.

#### **Objectives and Activities**

##### **Objects and aims**

The principal object and activity of the charitable company is to advance for the public benefit, education in the United Kingdom by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum.

These objects are achieved through L.E.A.D. Multi-Academy Trust and L.E.A.D. Services Limited, entities controlled by L.E.A.D. Academy Trust.

In addition, to promote for the benefit of individuals living in the East Midlands and surrounding area who have need by reason of their age, infirmity or disability, financial hardship or social and economic circumstances or for the public at large the provision of facilities for recreating or other leisure time activities in the interests of social welfare and with the object of improving the condition of life of the said individuals.

L.E.A.D. Multi-Academy Trust has entered into a relevant funding agreement with the Secretary of State. The funding agreements specify, amongst other things, the basis for admitting students to the academy, the catchment area from which students are drawn, and that the curriculum should be broad and balanced.

The main objects / aims of the Trust during the period ended 31 August 2016 are summarised below:

- Through outstanding leadership we, at the L.E.A.D. Multi-Academy Trust, will provide the highest quality education to enable every pupil to realise their full potential.
- Utilise the power of partnership by working as a catalyst for ensuring more children receive an exceptional education.
- Embrace a combination of autonomy and collaboration across key areas of leadership and management, underpinned by shared vision, values and best practice.
- Provide value for money for the funds expended.

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### **TRUSTEES' REPORT (continued)**

#### **FOR THE YEAR ENDED 31 AUGUST 2016**

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#### **Objectives, strategies and activities**

In every aspect of life the ability to lead is essential. Strong leadership is the key to the success of our schools. We will develop leadership skills in everyone who attends one of them, ensuring the development of pupils as leaders of their own learning.

At L.E.A.D. Multi-Academy schools pupils are empowered to have high aspirations for their futures. We nurture and challenge pupils to take responsibility, make decisions and work together so they grow into confident and resilient young people.

We believe in achievement in its broadest sense and that enjoyment of learning is crucial to success. We continually look for and reward achievement in every individual in our schools. We also know that a strong command of English and Maths is vital as a foundation for the whole curriculum and prioritise learning in these core subjects.

We will provide the very best education and training for every individual in our schools and will ensure that this is delivered. We value excellent teaching, underpinned by high quality professional development and will constantly move forwards, using and instigating the best ideas and practice.

We also understand that children need to be motivated if they are to succeed in life and we will provide a stimulating curriculum and environment which will prepare them for their futures with confidence and determination

#### **Public benefit**

The Trustees have complied with the duty in Section 4 of the Charities Act 2006, to have due regard to public benefit guidance published by the Charity Commission in exercising their powers or duties. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set. The Academy has provided a fully comprehensive education to all pupils in its care. It fully complies with all statutory guidance and seeks to support its wider educational objectives via a strong community role.



# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### **TRUSTEES' REPORT (continued)**

#### **FOR THE YEAR ENDED 31 AUGUST 2016**

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#### **Group Strategic Report**

##### **Achievements and performance**

The Trust now provides the education for approximately 4,000 children across the East Midlands fulfilling its primary objective in some of the most deprived areas in England. One academy joined the Trust over the course of the 2015-16 financial year increasing the number of academies to thirteen.

The quality of education provided by the Trust has improved which is reflected in both its Key Stage 2 results and the improved Ofsted judgements secured for its academies. The following academies have maintained or improved their Ofsted judgements since 2012.

- Edna G Olds Academy Requires Improvement to Good
- Warren Academy Good to Outstanding
- St Anns Well Academy Good to Good
- Sycamore Good to Good
- Millfield L.E.A.D. Academy Special Measures to Good
- Windmill L.E.A.D. Academy Special Measures to Good
- Hogarth Academy Requirements Improvement to Good

Children served by the Trust have been empowered through the enrichment activities delivered to all key stage 1 and 2 children through Bushcraft and Olympic events during the academic year. Throughout the activities children were learning and developing leadership skills as well as developing a range of life skills and attributes.

Partnership working has continued to develop over the academic year. The Teaching School Alliance has continued to grow and develop across both the primary and secondary phase leading to increased breadth of training programmes and sharing of best practice.

Value for money has been secured through robust financial monitoring and control frameworks underpinned by the oversight maintained by the Trustees and Executive Management Team. The Trust has secured efficiency savings of more than 1% during the course of the financial year.

##### **Key financial performance indicators**

A summary analysis of key financial performance indicators are listed below:

Indicator	Target	Actual
All staff costs as percentage of expenditure	75-78%	72%
Central services as percentage of all income	Below 5%	4.6%
Percentage of academies judged Good or Outstanding	50%	69%
Financial Efficiencies	1%	1.5%
Activities delivered under the L.E.A.D. Award	4,000	4,282

Over the course of the year Uplands Junior L.E.A.D. Academy joined the Trust on the 1<sup>st</sup> June 2016.

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### **TRUSTEES' REPORT (continued)**

#### **FOR THE YEAR ENDED 31 AUGUST 2016**

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By the end of KS2, the percentages of pupils meeting or exceeding the expected standards are as follows:

	Trust's Performance*	National (2016)
Reading, Writing and Maths Combined	42%	53%
Reading (Expected Standard)	53%	66%
Writing (Expected Standard)	73%	74%
SPAG (Expected Standard)	70%	72%
Maths (Expected Standard)	64%	70%

\* all figures are provisional and unvalidated at the time of submission.

This provision of education for almost 4,000 children across the East Midlands demonstrated the Company's public benefit.

#### **Going concern**

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

#### **Financial review**

The vast majority of the Trust's income is obtained from the DfE via the Education Funding Agency (EFA) in the form of recurrent grants to the Trust's academies (Revenue and Capital), the use of which is restricted to particular educational purposes. The grants received from the DfE during the period ended 31 August 2016 and the associated expenditure are shown within Restricted Funds in the Statement of Financial Activities.

At 31st August 2016 the net book value of fixed assets was £28,094,978 and movements in tangible fixed assets are shown in note 11 to the financial statements. The assets were used exclusively for providing education and the associated support services for pupils of the Academy.

During the year funding of £642,328 was secured for investment in the Trust's fixed assets.

Key financial policies adopted or reviewed during the period cover Asset and Depreciation, Finance Procedures and regulations are set out within the Trust's Finance Procedures. In addition the Trust has approved policies on Fraud, Whistle blowing, Tendering and Expenses and charges. The Trust's procedures set out the framework for financial management, including financial responsibilities of Trustees, Executive Management Team, Head Teachers and finance staff centrally and in academies. Delegated financial responsibilities are set out within the Trust's scheme of delegation and the financial procedures.

Central support services have been developed covering educational support, finance, governance, IT, risk management, legal and human resources. These services will continue to develop as further academies join the Trust.

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### **TRUSTEES' REPORT (continued)**

#### **FOR THE YEAR ENDED 31 AUGUST 2016**

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#### **Reserves policy**

The Board or Trustees review the reserve levels of the Trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

During this financial year one academy joined the group contributing towards the current level of reserves as at the 31 August 2016.

Unrestricted Funds held at 31 August 2016 were £2,451k (2015: £2,701k), and Restricted General Funds (excluding Pension reserve) were £2,069k (2015: £940k). Therefore a net surplus of £4,520k is available to the Trust.

The Trust in the short term will ensure some of the reserve funds are invested in the following:

- The Trust sees ICT provision in our academies as a key part of our children's learning. As such academies will be investing surplus funds to maintain and develop their ICT infrastructure.
- The Trust is committed towards maintaining its buildings and is developing a capital maintenance programme aimed at ensuring a long useful life for the Trust's assets.

Future financial cost pressures for each of the academies will also reduce the level of financial reserves in the long term.

The Trust is currently undertaking a review to identify and assess capital investment priorities and in addition, the DfE have yet to confirm the level of capital funding the Trust will receive going forward. The outcome of these factors will inform the Trust's long term reserves policy. However as an interim measure, the Board of Trustees has agreed that the minimum level of reserves held for revenue purposes should fall no lower than £1.5 million across the thirteen academies and teaching school.

#### **Material investments policy**

Trustees have adopted an Investment Policy which is included in the Finance Policy. It allows for surplus funds to be invested in low risk short term bonds with high street banks only.

#### **Principal risks and uncertainties**

The major risks to which the Trust is exposed, as identified by the Trustees, have been reviewed, and systems and procedures have been established to mitigate those risks. The schedule of risks is tabled and reviewed at all Board Meetings and mitigating actions are agreed as required.

#### **Operational Risk**

No current or soon to be joining academy faces any financial risk associated with falling rolls. A number of academies are working with the relevant local authority to increase planned admission numbers to meet local shortages of primary places. It is anticipated that expansion of pupil numbers is an opportunity to strengthen finances of academies. Nevertheless at the same time the uncertainties relating to the next stage of the reform of school funding arrangements, the freeze on the Government's overall education budget, changes in funding arrangements for special needs pupils and increasing employment and premises costs are all contributing to cost pressure in future periods, which increases the importance of maintaining robust levels of revenue reserves.

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### **TRUSTEES' REPORT (continued)**

#### **FOR THE YEAR ENDED 31 AUGUST 2016**

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#### **Credit Risk**

The Trust recognises exposure to credit risk is the risk that revenues (self-generated or government funded) cannot be collected, and the exposure to banks where the Trust's own cash is deposited. The credit risk is low as the Trust holds all cash and performance fee balances with banks assigned high credit ratings. The Trust does not hold client cash balances or assets so are not exposed to client credit risk.

#### **Liquidity Risk**

Prudent liquidity risk management includes maintaining sufficient cash and interest-bearing deposits. To minimise this risk a high percentage of asset funds are held within flexible accounts. The Trust recognises the defined benefit scheme deficits (Local Government Pension Schemes) as a significant liability, which is set out in note 25 to the financial statements, represents a significant potential liability. However, as the Trustees of the Trust consider that the Trust is able to meet its known annual deficit contribution commitments for the foreseeable future, the risk from this liability is minimised and is manageable.

#### **Cash Flow**

The forward financial planning has mitigated the risk of any potential cash flow issues across the Trust. New academies joining the Trust during the next financial year in the short term will potentially experience cash flow shortfalls, however the Trust will deploy reserves on a short term basis in order to maintain operational levels at these academies.

#### **Plans for future periods**

##### **Future developments**

The Trust will continue to work towards delivering the following core characteristics in all of its Schools:

- the highest standards of behaviour and conduct;
- outstanding teaching and learning;
- a fully inclusive approach where all children are equally important;
- a climate of mutual respect between the children, staff and community;
- positive relationships;
- high aspirations for all involved with the schools – a 'can do' attitude;
- a wide range of enrichment opportunities for all to get involved;
- a celebration of all the cultures and faiths represented in the schools;
- an organisation where there are no excuses for underachievement.

The Trust plans for growth in the number of academies it runs. It is anticipated that by the end of the next accounting year there will be at least 20 schools within the organisation. The predicted combined annual turnover at that point will be approximately £40m.

Resources have been carefully invested in the Trust in order to manage the next growth phase with further economies of scale expected to materialise in the very near future.

#### **Funds held as custodian Trustee on behalf of others**

None.

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### **TRUSTEES' REPORT (continued)**

#### **FOR THE YEAR ENDED 31 AUGUST 2016**

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#### **Employee involvement and employment of the disabled**

Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The Trust and the group carries out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Trustees.

The Trust and the group has implemented a number of detailed policies in relation to all aspects of personnel matters including:

- Equal Opportunities Policy
- Volunteers' Policy
- Health & Safety Policy

In accordance with the Trust and the group's Equal Opportunities Policy, the Trust and the group has long established fair employment practices in the recruitment, selection, retention and training of disabled staff.

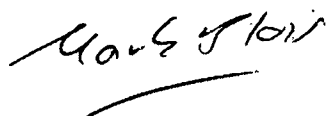
Full details of these policies are available from the Trust and the group's offices.

#### **Auditor**

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

This report, incorporating the Group Strategic Report, was approved by order of the Board of Trustees, as the company directors, on date 25<sup>th</sup> February 2017 and signed on the Board's behalf by:



**Mr M Blois**  
**Chair of Trustees**

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### **TRUSTEES' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 AUGUST 2016**

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The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report (including the Strategic Report) and the financial statements in accordance with the Annual Accounts Direction published by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

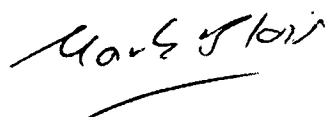
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable group will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 25<sup>th</sup> February 2017 and signed on its behalf by:



**Mr M Blois**  
**Chair of Trustees**

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF L.E.A.D ACADEMY TRUST**

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We have audited the financial statements of L.E.A.D. Academy Trust for the Year ended 31 August 2016 which comprise the Group Statement of Financial Activities, the Group and Company Balance Sheets, the Group Consolidated Statement of Cash Flow and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102) ((Charities SORP 2015 (FRS 102)).

#### **Respective responsibilities of Trustees and auditor**

As explained more fully in the Trustees' Responsibilities Statement set out on page 12 the Trustees (who are also the directors of the charitable trust 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 (APB's) Ethical Standards for Auditors. This report is made solely to the charity's Trustees 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 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 charity and the charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.

#### **Scope of the audit of the financial statements**

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's web-site at [www.frc.org.uk/auditscopeukprivate](http://www.frc.org.uk/auditscopeukprivate).

#### **Opinion on the financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable trust's affairs at 31 August 2016 and of the group's incoming resources and application of resources, including its income and expenditure, for the Year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Opinion on the other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

**L.E.A.D. ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

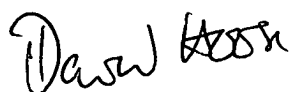
**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF L.E.A.D MULTI-ACADEMY TRUST (continued)**

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**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:

- the parent charitable trust has not kept adequate accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable trust financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.



David Hoose (Senior Statutory Auditor)  
for and on behalf of Mazars LLP  
Chartered Accountants and Statutory Auditor  
Park View House  
58 The Ropewalk  
Nottingham  
NG1 5DW  
Date: 26/1/17



**L.E.A.D. ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2016**  
**(Including Income & Expenditure)**

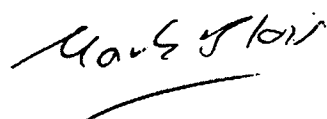
	Note	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2016 £000	Total 2015 £000
<b>Income:</b>						
Donations and capital grants	2	-	-	642	642	655
Transfer from local authority on conversion	27	198	(683)	3,559	3,074	4,667
Charitable activities:						
Funding for the Academy Trust's educational operations	3	304	20,722	-	21,026	19,020
Other trading activities	4	637	82	-	719	930
Investments	5	5	-	-	5	4
<b>Total</b>		<b>1,144</b>	<b>20,121</b>	<b>4,201</b>	<b>25,466</b>	<b>25,276</b>
<b>Expenditure on:</b>						
Raising funds	6	304	-	-	304	1,125
Charitable activities:						
Academy Trust educational operations	7	1,090	19,569	881	21,540	18,760
<b>Total</b>		<b>1,394</b>	<b>19,569</b>	<b>881</b>	<b>21,844</b>	<b>19,885</b>
Net income / (expenditure)		(250)	552	3,320	3,622	5,391
Transfers between funds	16	-	(665)	665	-	-
Other recognised gains / (losses):						
Actuarial (losses) / gains on defined benefit pension schemes	16, 25	-	(5,138)	-	(5,138)	(39)
<b>Net movement in funds</b>		<b>(250)</b>	<b>(5,251)</b>	<b>3,985</b>	<b>(1,516)</b>	<b>5,352</b>
<b>Reconciliation of funds:</b>						
Total funds at 1 September 2015		2,701	(6,043)	24,156	20,814	15,462
<b>Total funds at 31 August 2016</b>		<b>2,451</b>	<b>(11,294)</b>	<b>28,141</b>	<b>19,298</b>	<b>20,814</b>

**L.E.A.D. ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**CONSOLIDATED BALANCE SHEET**  
**AS AT 31 AUGUST 2016**

	Note	2016 £000	2016 £000	2015 £000	2015 £000
<b>Fixed assets</b>					
Tangible assets	11		28,095		24,119
<b>Current assets</b>					
Stock	12	47		37	
Debtors	13	1,525		954	
Cash at bank and in hand		5,013		3,973	
		<u>6,585</u>		<u>4,964</u>	
<b>Liabilities</b>					
Creditors: Amounts falling due within one year	14	<u>(2,011)</u>		<u>(1,276)</u>	
<b>Net current assets</b>			<u>4,574</u>		<u>3,688</u>
<b>Total assets less current liabilities</b>			32,669		27,807
Creditors: Amounts falling due after more than one year	15		<u>(8)</u>		<u>(10)</u>
<b>Net assets excluding pension liability</b>			<u>32,661</u>		<u>27,797</u>
Defined benefit pension scheme liability	25		<u>(13,363)</u>		<u>(6,983)</u>
<b>Total net assets</b>			<u>19,298</u>		<u>20,814</u>
<b>Funds of the Academy Trust:</b>					
<b>Restricted funds</b>					
Fixed asset fund	16	28,141		24,156	
Restricted income fund	16	2,069		940	
Pension reserve	16	<u>(13,363)</u>		<u>(6,983)</u>	
<b>Total restricted funds</b>			16,847		18,113
<b>Unrestricted income funds</b>	16		<u>2,451</u>		<u>2,701</u>
<b>Total funds</b>			<u>19,298</u>		<u>20,814</u>

The financial statements on pages 19 to 43 were approved by the Trustees and authorised for issue on and are signed on their behalf by



**Mr M Blois**

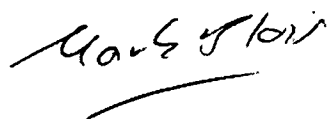
**Chair of Trustees**

**L.E.A.D. ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUST BALANCE SHEET**  
**AS AT 31 AUGUST 2016**

	Note	2016 £000	2016 £000	2015 £000	2015 £000
<b>Current assets</b>					
Debtors	13	-		13	
Cash at bank and in hand		54		35	
		<u>54</u>		<u>48</u>	
<b>Liabilities</b>					
Creditors: Amounts falling due within one year	14	(1)		(3)	
<b>Net current assets</b>			<u>53</u>		<u>45</u>
<b>Total assets less current liabilities</b>			53		45
<b>Total net assets</b>			<u>53</u>		<u>45</u>
<b>Funds of the Academy Trust:</b>					
Unrestricted income funds	16		<u>53</u>		<u>45</u>
<b>Total funds</b>			<u>53</u>		<u>45</u>

The financial statements on pages 19 to 43 were approved by the Trustees and authorised for issue on  
and are signed on their behalf by



**Mr M Blois**

**Chair of Trustees**

**L.E.A.D. ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**CONSOLIDATED STATEMENT OF CASHFLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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	<b>Note</b>	<b>2016 £000</b>	<b>2015 £000</b>
<b>Cash flows from operating activities</b>			
Net cash provided by (used in) operating activities	<b>20</b>	1,736	2,045
<b>Cash flows from investing activities</b>	<b>22</b>	(694)	(473)
<b>Cash flows from financing activities</b>	<b>21</b>	(2)	12
<b>Change in cash and cash equivalents in the reporting period</b>		<u>1,040</u>	<u>1,584</u>
<b>Cash and cash equivalents at 1 September 2015</b>		3,973	2,389
<b>Cash and cash equivalents at 31 August 2016</b>	<b>23</b>	<u>5,013</u>	<u>3,973</u>

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### ***Notes to the Financial Statements for the year 31 August 2016***

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#### **1 Statement of accounting policies**

##### **1.1 Basis of preparation of financial statements**

The financial statements, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2015 to 2016 issued by EFA, the Charities Act 2011 and the Companies Act 2006.

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

No separate SOFA has been presented for the trust alone as permitted by section 408 of the Companies Act 2006 and paragraph 39 of the SORP.

- **First time adoption of FRS 102**

These financial statements are the first financial statements of L.E.A.D. Academy Trust prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102) and the Charities SORP 2015 (SORP 2015). The financial statements of L.E.A.D. Academy Trust for the year ended 31 August 2015 were prepared in accordance with previous Generally Accepted Accounting Practice ('UK GAAP') and SORP 2005. Some of the FRS 102 recognition, measurement, presentation and disclosure requirements and accounting policy choices differ from previous UK GAAP. Consequently, the Trustees have amended certain accounting policies to comply with FRS 102 and SORP 2015.

Reconciliations to previous UK GAAP for the comparative figures are included in note 28.

##### **1.2 Going Concern**

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

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### ***Notes to the Financial Statements for the year 31 August 2016***

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#### **1 Statement of accounting policies (continued)**

##### **1.3 Income**

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

- **Grants**

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

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

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

- **Sponsorship Income**

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

- **Donations**

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

- **Other Income**

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

- **Donated goods, facilities and services**

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

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### ***Notes to the Financial Statements for the year 31 August 2016***

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#### **1 Statement of accounting policies (continued)**

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy Trust's accounting policies.

#### **1.4 Expenditure**

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

- **Expenditure on Raising Funds**

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

- **Charitable Activities**

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

All resources expended are inclusive of irrecoverable VAT.

#### **1.5 Tangible Fixed Assets and depreciation**

Assets costing £1,000 for ICT, £2,000 for Furniture & Equipment, £5,000 for Building works or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### ***Notes to the Financial Statements for the year 31 August 2016***

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#### **1 Statement of accounting policies (continued)**

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

- Long-term leasehold property                      50 years
- Leasehold improvements                              50 years
- Fixtures and fittings                                      5 years
- Computer equipment                                      4 years

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

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

#### **1.6 Liabilities**

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

#### **1.7 Provisions**

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

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

#### **1.8 Leased Assets**

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

#### **1.9 Stock**

Unsold uniforms and catering stocks are valued at the lower of cost or net realisable value.



# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### ***Notes to the Financial Statements for the year 31 August 2016***

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#### **1 Statement of accounting policies (continued)**

##### **1.10 Taxation**

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

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

##### **1.11 Pensions Benefits**

Retirement benefits to employees of the Trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 25, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### ***Notes to the Financial Statements for the year 31 August 2016***

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#### **1.12 Fund Accounting**

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

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

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

#### **1.13 Critical accounting estimates and areas of judgement**

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

##### **Critical accounting estimates and assumptions**

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2013 has been used by the actuary in valuing the pensions liability at 31 August 2016. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### **1.14 Conversion to an Academy Trust**

On 1 June 2016 the Uplands Junior School converted to academy status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to L.E.A.D Multi-Academy Trust from Leicester City Council for £NIL consideration.

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

Further details are set out in note 27.

**L.E.A.D. ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements for the year 31 August 2016**

**2 Donations and capital grants**

	Unrestricted Funds £000	Restricted Funds £000	Total 2016 £000	Total 2015 £000
Capital grants	-	642	642	655
Donated fixed assets	-	-	-	-
Other donations	-	-	-	-
<b>Total</b>	<b>-</b>	<b>642</b>	<b>642</b>	<b>655</b>
2015 total	-	655	655	

**3 Funding for the Academy Trust's educational operations**

	Unrestricted Funds £000	Restricted Funds £000	Total 2016 £000	Total 2015 £000
<b>DfE / EFA grants</b>				
· General Annual Grant (GAG)	-	15,934	15,934	14,582
· Start Up Grants	-	108	108	
· Other DfE/EFA grants	-	2,571	2,571	2,928
	-	18,613	18,613	17,510
<b>Other Government grants</b>				
· Local authority grants	-	1,553	1,553	1,380
Other income from the Academy Trust's educational operations	304	556	860	130
<b>Total</b>	<b>304</b>	<b>20,722</b>	<b>21,026</b>	<b>19,020</b>
2015 total	130	18,890	19,020	

**L.E.A.D. ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements for the year 31 August 2016**

**4 Other trading activities**

	Unrestricted Funds £000	Restricted Funds £000	Total 2016 £000	Total 2015 £000
Hire of facilities	36	-	36	45
Education support	215	-	215	336
Academy trips	-	82	82	120
Other Income	386	-	386	429
<b>Total</b>	<b>637</b>	<b>82</b>	<b>719</b>	<b>930</b>
2015 total	810	120	930	

**5 Investment income**

	Unrestricted Funds £000	Restricted Funds £000	Total 2016 £000	Total 2015 £000
Short term deposits	5	-	5	4
<b>Total</b>	<b>5</b>	<b>-</b>	<b>5</b>	<b>4</b>
2015 total	4	-	4	

**6 Expenditure**

	Staff Costs £000	Non Pay Expenditure		Total 2016 £000	Total 2015 £000
		Premises £000	Other £000		
Expenditure on raising funds	34	-	270	304	1,125
Academy's educational operations:					
· Direct costs	13,038	642	1,460	15,140	13,595
· Allocated support costs	3,265	1,320	1,815	6,400	5,165
<b>Total</b>	<b>16,337</b>	<b>1,962</b>	<b>3,545</b>	<b>21,844</b>	<b>19,885</b>

In 2015 the expenditure totals were split as follows: Unrestricted £987k, Restricted General £18,323k, Restricted Fixed Asset Fund £575k.

**L.E.A.D. ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements for the year 31 August 2016**

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**6 Expenditure (continued)**

Net income/(expenditure) for the period includes:

	<b>2016 £000</b>	<b>2015 £000</b>
Operating lease rentals	18	37
Depreciation	881	575
Fees payable to auditor for:		
- audit	28	38
- other services	10	18

**7 Charitable activities**

	<b>Total 2016 £000</b>	<b>Total 2015 £000</b>
Direct costs – educational operations	15,140	13,595
Support costs – educational operations	6,400	5,165
<b>Total</b>	<b>21,540</b>	<b>18,760</b>

**Analysis of support costs**

	<b>Total 2016 £000</b>	<b>Total 2015 £000</b>
Support staff costs	3,265	2,732
Depreciation	239	106
Technology costs	382	147
Premises costs	1,081	995
Other support costs	1,305	1,027
Governance costs	128	158
<b>Total</b>	<b>6,400</b>	<b>5,165</b>

**L.E.A.D. ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements for the year 31 August 2016**

**8 Staff**

**a. Staff costs**

Staff costs during the period were:

	<b>Total 2016 £000</b>	<b>Total 2015 £000</b>
Wages and salaries	11,640	11,089
Social security costs	1,020	801
Operating costs of defined benefit pension schemes	2,388	2,041
<b>Total</b>	<b>15,048</b>	<b>13,931</b>
Supply staff costs	1,289	705
Staff restructuring costs	-	42
<b>Total</b>	<b>1,289</b>	<b>747</b>
Staff restructuring costs comprise:		
Severance payments	-	42
<b>Total</b>	<b>-</b>	<b>42</b>

**b. Staff numbers**

The average number of persons employed by the Trust during the period was as follows:

	<b>2016 No.</b>	<b>2015 No.</b>
Teachers	183	172
Administration and support	430	433
Management	48	42
<b>Total</b>	<b>661</b>	<b>647</b>

(2015: Staff numbers were expressed as Full time Equivalents: Teachers 158, Administration and support 267, Management 41)

**L.E.A.D. ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

***Notes to the Financial Statements for the year 31 August 2016***

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**8 Staff (continued)**

**c. Higher paid staff**

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

	<b>2016</b>	<b>2015</b>
	<b>No.</b>	<b>No.</b>
£60,001 - £70,000	<b>4</b>	<b>5</b>
£70,001 - £80,000	<b>3</b>	<b>2</b>
£80,001 - £90,000	<b>1</b>	<b>1</b>
£90,001 - £100,000	<b>3</b>	<b>0</b>
£100,001 - £110,000	<b>1</b>	<b>0</b>
£110,001 - £120,000	<b>1</b>	<b>1</b>
£120,000 - £130,000	<b>1</b>	<b>0</b>
£160,001 - £170,000	<b>1</b>	<b>0</b>
£170,001 - £180,000	<b>0</b>	<b>1</b>

**d. Key management personnel**

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Academy Trust was £537,922 (2015: £396,606).

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### ***Notes to the Financial Statements for the year 31 August 2016***

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#### **9 Related Party Transactions – Trustees' remuneration and expenses**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment.

The value of Trustees' remuneration and other benefits was as follows:

D Owen (Chief Executive Officer and Trustee):

Remuneration £170,000 - £175,000 (2015: £170,000 - £175,000)

Employer's pension contributions paid £15,000 - £20,000 (2015: £20,000 - £25,000)

During the period ended 31 August 2016, travel and subsistence expenses totalling £1,344 were reimbursed or paid directly to 2 Trustees (2015: £1,454).

#### **10 Trustees and officers insurance**

In accordance with normal commercial practice the Academy Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides cover up to £2,000,000 on any one claim and the cost for the period ended 31 August 2016 was £2,463.75 (2015: £2,385). The cost of this insurance is included in the total insurance cost.



# L.E.A.D. ACADEMY TRUST

## (A Company Limited by Guarantee)

### Notes to the Financial Statements for the year 31 August 2016

#### 11 Tangible fixed assets

Group	Assets Under Construction £000	Leasehold Land and Buildings £000	Furniture and Equipment £000	Computer Hardware £000	Total £000
<b>Cost</b>					
At 1 September 2015	-	23,922	685	517	25,124
Additions	499	2	486	354	1,341
Donated Assets	-	3,339	57	120	3,516
Disposals	-	-	-	-	-
At 31 August 2016	499	27,263	1,228	991	29,981
<b>Depreciation</b>					
At 1 September 2015	-	681	175	149	1,005
Charged in year	-	435	239	207	881
Disposals	-	-	-	-	-
At 31 August 2016	-	1,116	414	356	1,886
<b>Net book values</b>					
At 31 August 2015	-	23,241	510	368	24,119
At 31 August 2016	499	26,147	814	635	28,095

#### Fixed asset investment

##### Group material investments

L.E.A.D. Academy Trust has the power to appoint the majority of trustees to the Board of L.E.A.D. Multi-Academy Trust and as a consequence is consolidated within these financial statements. L.E.A.D. Academy Trust has a subsidiary company, L.E.A.D. Services Limited. These are both held at £Nil value.

L.E.A.D. Multi-Academy Trust is a company limited by guarantee, registered in England and Wales. The principal activity is to advance for the public benefit, education in the United Kingdom.

L.E.A.D. Services Limited is a company registered in England and Wales. The principal activity is educational support.

#### 12 Stock

	Group		Trust	
	2016 £000	2015 £000	2016 £000	2015 £000
Goods for resale	47	37	-	-
<b>Total</b>	<b>47</b>	<b>37</b>	<b>-</b>	<b>-</b>

**L.E.A.D. ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements for the year 31 August 2016**

**13 Debtors**

	<b>Group</b>		<b>Trust</b>	
	<b>2016</b>	<b>2015</b>	<b>2016</b>	<b>2015</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Due after more than one year				
Debtors	<b>18</b>	18	-	-
Due within one year				
Trade debtors	<b>59</b>	72	-	-
VAT recoverable	<b>299</b>	-	-	-
Other debtors	<b>58</b>	787	-	-
Prepayments and accrued income	<b>1,091</b>	77	-	13
<b>Total</b>	<b>1,525</b>	954	-	13

**14 Creditors: amounts falling due within one year**

	<b>Group</b>		<b>Trust</b>	
	<b>2016</b>	<b>2015</b>	<b>2016</b>	<b>2015</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Trade creditors	<b>31</b>	81	-	3
Other taxation and social security	<b>514</b>	227	-	-
Other loans	<b>2</b>	2	-	-
Other creditors	-	283	-	-
Accruals and deferred income	<b>1,464</b>	683	1	-
<b>Total</b>	<b>2,011</b>	1,276	1	3

**Deferred income**

	<b>Group</b>	<b>Trust</b>
	<b>£000</b>	<b>£000</b>
Deferred income at 1 September 2015	<b>90</b>	-
Released from previous years	<b>(90)</b>	-
Resources deferred in the year	<b>813</b>	-
<b>Deferred Income at 31 August 2016</b>	<b>813</b>	-

Included in the above is income relating to Universal Free School Meals £251,662 (2015: £63,606), school trip income £5,957 (2015: £5,500), SEN funding £61,763 (2015: £17,330) Rate rebate £21,338 (2015: £3,422) and EFA Sponsorship Grants £419,845 (2015: £Nil).

**L.E.A.D. ACADEMY TRUST**  
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***Notes to the Financial Statements for the year 31 August 2016***

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**15 Creditors: amounts falling due in greater than one year**

	<b>Group</b>		<b>Trust</b>	
	<b>2016</b>	<b>2015</b>	<b>2016</b>	<b>2015</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Other loans	<b>8</b>	<b>10</b>	<b>-</b>	<b>-</b>
<b>Total</b>	<b>8</b>	<b>10</b>	<b>-</b>	<b>-</b>

Included within other creditors is a loan from Salix, which is an approved EFA loan via the Salix loan program for capital projects. The loan is interest free, unsecured and repayable via a General Annual Grant Sacrifice.

**L.E.A.D. ACADEMY TRUST**  
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**Notes to the Financial Statements for the year 31 August 2016**

**16 Funds**

	Balance at 1 September 2015 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2016 £000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	616	15,934	(14,139)	(665)	1,746
Start Up Grant	-	108	(108)	-	-
Other DfE grants	323	2,572	(2,572)	-	323
Other Restricted	1	2,190	(2,191)	-	-
Pension reserve	(6,983)	(683)	(559)	(5,138)	(13,363)
	<b>(6,043)</b>	<b>20,121</b>	<b>(19,569)</b>	<b>(5,803)</b>	<b>(11,294)</b>
<b>Restricted fixed asset funds</b>					
Transfer on conversion	22,320	3,559	(239)	-	25,640
DfE/EFA capital grants	1,112	642	(642)	-	1,112
Capital expenditure from GAG	724	-	-	665	1,389
	<b>24,156</b>	<b>4,201</b>	<b>(881)</b>	<b>665</b>	<b>28,141</b>
<b>Total restricted funds</b>	<b>18,113</b>	<b>24,322</b>	<b>(20,450)</b>	<b>(5,138)</b>	<b>16,847</b>
<b>Total unrestricted funds</b>	<b>2,701</b>	<b>1,144</b>	<b>(1,394)</b>	<b>-</b>	<b>2,451</b>
<b>Total funds</b>	<b>20,814</b>	<b>25,466</b>	<b>(21,844)</b>	<b>(5,138)</b>	<b>19,298</b>

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

- Unrestricted funds represent those resources which may be used towards meeting any of the charitable objects of the Trust at the discretion of the Directors;
- Restricted funds (excluding pension and other restricted reserves) represent funds received from the Department for Education and is specifically spend on the running of the academy;
- Pension reserve represents the liability on the Local Government Pension Scheme liability;
- Other restricted reserve represents funds which are restricted by the donor including school trip income;
- Restricted fixed asset funds represent resources which are applied to specific capital purposes imposed by the Department for Education where the asset acquired or created is held for a specific purpose.

The transfer between Restricted and Restricted Fixed Asset funds relates to funds allocated from General Annual Grant to purchase fixed assets.

Under the funding agreement with the Secretary of State, the trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2016.

**L.E.A.D. ACADEMY TRUST**  
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**Notes to the Financial Statements for the year 31 August 2016**

**17 Analysis of net assets between funds**

Fund balances at 31 August 2016 are represented by:

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets	-	-	28,095	28,095
Debtor due after more than one year	-	18	-	18
Current assets	2,451	4,070	46	6,567
Current liabilities	-	(2,011)	-	(2,011)
Non-current liabilities	-	(8)	-	(8)
Pension scheme liability	-	(13,363)	-	(13,363)
<b>Total</b>	<b>2,451</b>	<b>(11,294)</b>	<b>28,141</b>	<b>19,298</b>

**18 Capital commitments**

	2016 £000	2015 £000
Contracted for, but not provided in the financial statements	147	-

**19 Commitments under operating leases**

**Operating leases**

At 31 August 2016 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2016 £000	2015 £000
Amounts due within one year	61	16
Amounts due between one and five years	78	21
Amounts due after five years	-	-
	<b>139</b>	<b>37</b>

**L.E.A.D. ACADEMY TRUST**  
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**Notes to the Financial Statements for the year 31 August 2016**

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

	2016 £000	2015 £000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	3,622	5,391
Adjusted for:		
Transfer from Local Authority	(3,516)	(5,594)
Depreciation [note 11]	881	575
Capital grants from DfE and other capital income	(642)	(655)
Interest receivable [note 5]	(5)	(4)
Defined benefit pension scheme obligation inherited	683	1,815
Defined benefit pension scheme cost less contributions payable [note 25]	289	275
Defined benefit pension scheme finance cost [note 25]	270	243
(Increase)/decrease in stocks	(10)	(28)
(Increase)/decrease in debtors	(571)	53
Increase/(decrease) in creditors	735	(26)
<b>Net cash provided by / (used in) Operating Activities</b>	<b>1,736</b>	<b>2,045</b>

**21 Cash flows from financing activities**

	2016 £000	2015 £000
Repayments of borrowing	(2)	-
Cash inflows from new borrowing	-	12
<b>Net cash provided by / (used in) financing activities</b>	<b>(2)</b>	<b>12</b>

**22 Cash flows from investing activities**

	2016 £000	2015 £000
Dividends, interest and rents from investments	5	4
Purchase of tangible fixed assets	(1,341)	(1,132)
Capital grants from DfE/EFA	642	655
<b>Net cash provided by / (used in) investing activities</b>	<b>(694)</b>	<b>(473)</b>

**23 Analysis of cash and cash equivalents**

	At 31 August 2016 £000	At 31 August 2015 £000
Cash in hand and at bank	5,013	3,973
<b>Total cash and cash equivalents</b>	<b>5,013</b>	<b>3,973</b>

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### ***Notes to the Financial Statements for the year 31 August 2016***

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#### **24 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.

#### **25 Pension and similar obligations**

The group's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Leicestershire County Council & Nottinghamshire County Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2013.

Contributions amounting to £229,684 were payable to the schemes at 31 August 2016 (2015: £174,133) and are included within creditors.

#### **Teachers' Pension Scheme**

##### **Introduction**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### ***Notes to the Financial Statements for the year 31 August 2016***

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#### **25 Pension and similar obligations (continued)**

##### **Valuation of the Teachers' Pension Scheme**

Not less than every four years the Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to TPS in the period amounted to £1,072,320 (2015: £942,000).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

Under the definitions set out in FRS 102, the TPS is a multi-employer pension scheme. The group has accounted for its contributions to the scheme as if it were a defined contribution scheme. The group has set out above the information available on the scheme.



# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### **Notes to the Financial Statements for the year 31 August 2016**

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#### **25 Pension and similar obligations (continued)**

##### **Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate Trustee-administered funds. The total contribution made for the year ended 31 August 2016 was £1,020,000 (2015: £848,000), of which employer's contributions totalled £769,000 (2015: £637,000) and employees' contributions totalled £251,000 (2015: £211,000). The agreed contribution rates for future years are between 18% - 23.2% per cent for employers and between 5.5% - 12.5% per cent for employees.

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

##### Nottinghamshire County Council Pension Fund

<b>Principal actuarial assumptions</b>	<b>At 31 August 2016</b>	<b>At 31 August 2015</b>
Rate of increase in salaries	<b>4.10%</b>	4.50%
Rate of increase for pensions in payment/inflation	<b>2.30%</b>	2.70%
Discount rate for scheme liabilities	<b>2.20%</b>	4.00%
Inflation assumption (CPI)	<b>2.30%</b>	2.70%
Commutation of pensions to lump sums	<b>50.00%</b>	50.00%

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

	<b>At 31 August 2016</b>	<b>At 31 August 2015</b>
<i>Retiring today</i>		
Males	<b>22.10</b>	22.1
Females	<b>25.30</b>	25.2
<i>Retiring in 20 years</i>		
Males	<b>24.40</b>	24.2
Females	<b>27.70</b>	27.6

**L.E.A.D. ACADEMY TRUST**  
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**Notes to the Financial Statements for the year 31 August 2016**

**25 Pension and similar obligations (continued)**

Leicestershire County Council Pension Fund

Principal actuarial assumptions	At 31 August 2016	At 31 August 2015
Rate of increase in salaries	3.10%	4.50%
Rate of increase for pensions in payment/inflation	2.10%	2.60%
Discount rate for scheme liabilities	2.00%	3.70%
Inflation assumption (CPI)	2.00%	
Commutation of pensions to lump sums	50.00%	50.00%

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

	At 31 August 2016	At 31 August 2015
<i>Retiring today</i>		
Males	22.20	22.2
Females	24.30	24.3
<i>Retiring in 20 years</i>		
Males	24.20	24.2
Females	26.60	26.6

The Academy Trust's share of the assets in the scheme were:

	Fair value at 31 August 2016 £000	Fair value at 31 August 2015 £000
Equity instruments	6,475	4,822
Debt instruments	1,108	743
Property	1,075	846
Cash & Other	676	422
<b>Total market value of assets</b>	<b>9,334</b>	<b>6,833</b>

The actual return on scheme assets was £887,000

**L.E.A.D. ACADEMY TRUST**  
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**Notes to the Financial Statements for the year 31 August 2016**

**25 Pension and similar obligations (continued)**

**Amount recognised in the statement of financial activities**

	<b>2016</b>	<b>2015</b>
	<b>£000</b>	<b>£000</b>
Current service cost (net of employee contributions)	(1,058)	(912)
Net interest cost	(270)	(243)
Total operating charge	<u>(1,328)</u>	<u>(1,155)</u>

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

	<b>2016</b>	<b>2015</b>
	<b>£000</b>	<b>£000</b>
<b>At 1 September 2015</b>	<b>13,816</b>	<b>9,107</b>
Upon conversion	1,200	3,367
Current service cost	1,058	912
Interest cost	562	482
Employee contributions	251	211
Actuarial (gain)/loss	5,959	(83)
Experience loss / (gain) on defined obligation	66	-
Benefits paid	(214)	(180)
<b>At 31 August 2016</b>	<b><u>22,698</u></b>	<b><u>13,816</u></b>

**Changes in the fair value of Trust's share of scheme assets:**

	<b>2016</b>	<b>2015</b>
	<b>£000</b>	<b>£000</b>
<b>At 1 September 2015</b>	<b>6,833</b>	<b>4,496</b>
Upon conversion	517	1,552
Interest income	292	239
Return on plan assets (excluding net interest on the net defined pension liability)	887	(122)
Employer contributions	769	637
Employee contributions	251	211
Benefits paid	(214)	(180)
<b>At 31 August 2016</b>	<b><u>9,335</u></b>	<b><u>6,833</u></b>

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### ***Notes to the Financial Statements for the year 31 August 2016***

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#### **26 Related party transactions**

Owing to the nature of the Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the Academy Trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy Trust's financial regulations and normal procurement procedures. The following related party transaction took place in the period of account.

During the period the Academy Trust paid £120.60 (2015: £Nil) to Browne Jacobson LLP (a partnership of which Mr M Blois is a partner) relating to Teaching School expenses claimed by Mark Blois.

In entering into the transaction the Academy Trust has complied with the requirements of the Academies Financial Handbook 2015

# **L.E.A.D. ACADEMY TRUST**

## **(A Company Limited by Guarantee)**

### **Notes to the Financial Statements for the year 31 August 2016**

#### **27 Conversion to an Academy Trust**

On 1 June 2016 the Uplands Junior School converted to academy status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to L.E.A.D Multi Academy Trust Ltd from the Leicestershire Local Authority for £nil consideration.

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

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

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	<b>Total Funds £000</b>
Tangible fixed assets				
· Leasehold land and buildings	-	-	3,339	<b>3,339</b>
· Other tangible fixed assets	-	-	177	<b>177</b>
Budget surplus / (deficit) on LA funds	198	-	43	<b>241</b>
LGPS pension surplus / (deficit)	-	(683)	-	<b>(683)</b>
<b>Net assets / (liabilities)</b>	<b>198</b>	<b>(683)</b>	<b>3,559</b>	<b>3,074</b>

In the absence of a formal valuation, the provisional value for Leasehold land and buildings has been derived from the Insurers valuation of the building (£3,283k) and an estimate for the land (£56k) derived from local knowledge and comparison with similar academies within the Trust. These valuations will be updated in 2016/17 once final valuations have been obtained.

#### **Controlling party**

The Trustees do not consider there to be a controlling party of L.E.A.D. Academy Trust.

#### **28 Explanation of transition to FRS102**

##### **First time adoption of FRS 102**

These financial statements are the first financial statements of L.E.A.D. Academy Trust prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102) and the Charities SORP 2015 (SORP 2015). The financial statements of L.E.A.D. Multi-Academy for the year ended 31 August 2015 were prepared in accordance with previous Generally Accepted Accounting Practice ('UK GAAP') and SORP 2005.

The policies applied under the Trust's previous accounting framework are not materially different to FRS 102 and have not impacted on funds or net income/expenditure.