

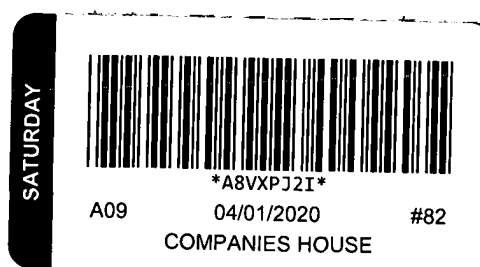
Company Registration No. 07777372 (England and Wales)

**ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH
LTD**

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2019



ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

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ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

REFERENCE AND ADMINISTRATIVE DETAILS

Members

L Marcer
S Dixon
R Walker
S Manders
C Smith

Trustees

A Beeston (Retired 12 April 2019)
S Manders (Chair)
S Dixon (Trustee)
R Walker
E Forrest-Leigh
L Marcer (Headteacher and Accounting Officer)
C Smith
S Connell (Retired 22 July 2019)
Reverend J Bell
D Hemmings (Retired 24 September 2018)
S Pitts
T Footsoy (Appointed 28 February 2019)
K McLoughlin (Appointed 28 February 2019)

Senior management team

- Headteacher	L Marcer
- Deputy Head	B Thornton
- Assistant Head	G Jarish
- Business Manager	J Williams

Company secretary

K Morgan

Company registration number

07777372 (England and Wales)

Registered office

Grantham Road
Bracebridge Heath
Lincoln
LN4 2LD

Independent auditor

UHY Hacker Young
14 Park Row
Nottingham
NG1 6GR

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

Lloyds Bank
202 High Street
Lincoln
LN5 7AP

Solicitors

Duncan Pickering
4 Southfields
Bourne
Lincolnshire
PE10 9TZ

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2019

The Governors present their annual report together with the financial statements and auditor's report of the charitable company for the year/period 1st September 2018 to 31st August 2019. The annual report serves the purposes of both a Governors' report, and a directors' report under company law.

The academy trust operates an academy for pupils aged 4 to 11 years. It is situated in the village of Bracebridge Heath which is three miles south of the Cathedral City of Lincoln. It has a pupil capacity of 418 and had a roll of 415 in the school census on 16th May 2019.

The words 'trustee' and 'governor' are inter-changeable throughout this report.

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The governors of St. John's Primary Academy are also the directors of the charitable company for the purposes of company law. The charitable company operates as St. John's Primary Academy Bracebridge Heath Ltd.

Details of the trustees who served during the year, and to the date these accounts are approved are included in the Reference and Administrative Details on page 1.

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.

Trustees' indemnities

The Academy Trust maintains Governors' and officers' liability insurance which gives appropriate cover for any legal action brought against its Governors. The Academy Trust has also granted indemnities to each of its Governors and other officers to the extent permitted by law. Qualifying third party indemnity provisions (as defined by section 234 of the Companies Act 2006) were in force during the period and remain in force, in relation to certain losses and liabilities which the Governors or other officers may incur to third parties in the course of acting as Governors or officers of the Academy Trust.

Method of recruitment and appointment or election of trustees

Where a vacancy exists, any governor can nominate a replacement, but appointment onto the board is at the discretion of the whole body. Parent governors are invited onto the board following an election process whereby parents with pupils attending the school are given the opportunity to vote for their choice of representative.

Under the terms of its Articles, the Academy Trust can appoint up to 8 Governors:

- Staff Governors
- Local Authority Governors
- Headteacher (ex-officio)
- Parent Governor
- Up to 5 Co-opted Governors

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Policies and procedures adopted for the induction and training of trustees

During the year under review the Full Governing Body met 5 times and there were 19 (including the Full Governing Body meetings) committee meetings. The training and induction provided for new Governors depends on their previous experience. All new Governors are given a tour of the school and the chance to meet with staff and students. All Governors are given access to a secure area on the Academy's website which holds copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Governors. All Governors also take part in regular Gel online training and their progress towards studying particular aspects of governance is recorded by the Clerk; there is also ad hoc face to face training provided by an advisor. In our most recent Ofsted report governors were commended: "Governors provide strong challenge; they visit the school regularly to inform their strategic work, recent visit reports demonstrate governors' insightful observations".

Organisational structure

The organisational structure consists of four levels: the Members, Governors, the Senior Leadership Team and Leadership Team. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Senior Leadership Team comprises the Headteacher, Deputy Headteacher, Assistant Headteacher and the School Business Manager. This team controls the academy at executive level, implementing the policies laid down by the governors and reporting back to them. The Headteacher is responsible for the authorisation of spending up to a level delegated to her within agreed budgets and the appointment of staff, although appointment boards for posts in the Senior Leadership Team always contain a Governor. Leadership Team includes members of SLT as well as Key Stage Leaders. Middle leaders include Curriculum Leaders. Along with the Senior Leadership and Leadership Teams these leaders are responsible for the day to day operation of the Academy, in particular organising the teaching staff, curriculum, training, facilities and pupils.

The Trustees are responsible for proposing decisions regarding the strategic direction of the school. All considerations proposed by the Trustees are discussed and agreed at Governors' meetings before any decisions are made.

The full Governing Body is supported by 4 committees as follows:

- Resources Committee
- Personnel and School Community Wellbeing Committee
- Pupil Standards and Assessment Committee
- Performance Pay Committee

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Arrangements for setting pay and remuneration of key management personnel

The key management personnel of the academy trust comprise the members, governors and senior leadership team as disclosed on page 1.

The remuneration policy, setting the terms and conditions for the key management personnel, was developed and approved by the board of governors, after taking advice from the Headteacher and following guidance from the relevant professional pay review bodies. Naturally the Headteacher was not involved in setting his/her own remuneration package.

Only staff governors, including the Headteacher, are remunerated, and these individuals only receive remuneration in respect of services they provide under their contracts of employment, and not in respect of their role as governors, specific disclosures concerning staff governors' remuneration is included in note 10.

The day to day running of the remuneration policy is delegated to the Headteacher and monitored by the pay committee. All details for setting pay and remuneration of key management personnel are set out in the pay policy which is reviewed annually by the board of governors.

Remuneration of key management personnel is set at an individual level, and where possible the governors have taken external professional advice which includes benchmarking, market trends and advice on structuring of incentives. Senior management salaries are linked to pay spines, helping governors conclude that each individual is remunerated at an appropriate level. As such salaries are linked to factors such as length of service and experience. Total remuneration packages include employer pension contribution rates at specific approved rates.

The board always bear in mind the charitable status of the academy trust and it recognises the fact that the trust receives funding under a funding agreement with the Secretary of State for Education, and therefore ensure the remuneration paid to senior management personnel never exceeds a reasonable amount that provides value for money to the trust. The performance of senior management personnel is reviewed on a regular basis to ensure continuing value for money.

Total remuneration paid to senior management personnel is set out in note 9

The responsibilities of the Performance Pay Committee:

- Reviewing the Headteacher's annual remuneration
- Approval of staff remuneration

Trade union facility time

The academy does not have 49 full time equivalent employees throughout any 7 months within the reporting period.

Related parties and other connected charities and organisations

The academy is not part of a wider network that impacts on the operating policies of the academy. The academy does not cooperate with any other party in pursuit of charitable activities.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Objectives and activities

Objects and aims

St. John's Primary Academy is focussed on providing excellent academic achievement that will prepare our students for the future. By providing a wide range of educational experiences, we aim to develop the potential of all students, whatever their level of ability. Staff are focussed, well-motivated and committed to ensuring everything we do together is "growing young minds" through a values driven curriculum that is both engaging and relevant, which equips our pupils for now and the future; resulting in excellent teaching and learning experiences for pupils. Whilst continuing to ensure the foundations for an excellent education are securely in place, we aim to encourage innovation, creativity and the exploration of ideas that will allow us to confidently forge ahead.

The aims of St. John's Primary Academy are summarised below:

- All pupils achieve their potential
- All pupils achieve happiness and well being
- All pupils understand the importance of a healthy lifestyle
- Everyone works as a team where everyone contributes, is listened to and respected
- Provide a safe environment where risk taking is acceptable
- All pupils being developed as independent learners
- Ensuring partnership with families
- Developing confident members of society
- Developing responsible citizens
- Ensuring pupils have respect for difference and diversity and uniqueness are celebrated

The aims are underpinned by our school values: RESPECT, RESPONSIBILITY, HONESTY, KINDNESS, CONFIDENCE, TOLERANCE, CO-OPERATION, FAIRNESS, TRUST and SELF-CONTROL.

Disabled employees

The policy of the Academy Trust is to support the recruitment and retention of employees with disabilities. The Academy Trust does this by adapting the physical environment and facilities, making the appropriate resources available and by holding regular meetings with the appropriate services and personnel to discuss ongoing needs. The training, career development and promotion of all personnel employed by the Academy Trust takes into account their aptitude, levels of skill and experience.

Equal opportunities

The governors recognise that equal opportunities should be an integral part of good practice within the workplace. The Academy Trust aims to establish equal opportunity in all areas of its activities including creating a working environment in which the contribution and needs of all people are fully valued.

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Objectives, strategies and activities

The principal object and activity of charitable company is the operation of St. John's Primary Academy, to provide education for students of different abilities between the ages of 4 and 11. In accordance with the Articles of Association, the Charitable Company has adapted a 'Scheme of Government' approved by the Secretary of State for Education. The school was judged as "Good" at the most recent inspection, March 2017. This reflects very well on the school's highly effective partnership between staff, students, parents and the wider community all of whom are working together to deliver high quality education that St. John's Primary Academy is renowned for. At St. John's we always put children first; this aim is at the heart of our vision. Every child is unique. Every child deserves the opportunity to be happy, feel valued and experience success. We pride ourselves in providing a caring friendly environment where it is possible to know all our children and their families. We believe that every child is different, yet equally important and valued. We aim to give the highest priority to academic excellence through a broad based, balanced and exciting creative curriculum. We aim to nurture happy confident children with enquiring minds who learn to succeed and to contribute to their class, their school environment and the wider community. As an academy, the school now has autonomy to work in partnership with other schools and is committed to sharing its expertise in as many ways as possible. As was quoted by a parent in our most recent Ofsted report: "St. John's is a great school".

Public Benefit

At St. John's Primary Academy, all staff and pupils are encouraged to have high expectations of themselves and others. This demands that all staff are vigilant in determining the very best for pupils, both in terms of curriculum content and updates, resources, the delivery of interesting and exciting lessons and a well-balanced curriculum. Staff pride themselves on their ability to embrace change and innovation, striving to deliver outstanding lessons that enable pupils to achieve well. The use of technology across the school encourages creativity and self-expression in all subject areas.

All pupils are supported and given the opportunity to thrive. This includes More Able and talented pupils and those with additional needs, including medical needs. Provision is made to encourage pupils to be active, taking part in sports and sports events, music including local competitions and in the arts.

St. John's works well with its local network of schools, primary and secondary, who act as critical friends, sharing expertise, advice, new developments and innovative ideas. This operates at all levels including senior and middle leadership, teaching and non-teaching staff. Through working together, we can extend our thinking, experience and expertise.

Our pupils benefit from consistency in the management of positive behaviour, attitudes and having shared values. They are taught to be kind and caring towards others, demonstrating respect and personal responsibility. Staff are available to offer guidance and support, encouraging pupils to make the right choices which includes the expertise of an experienced Learning Mentor and Pastoral Lead. Our Learning Mentor runs a local Learning Mentor group at St. John's and we benefit from accessing the experience of the attendees.

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Our pupils also have access to a nurture group available each lunchtime. The group is led by the Headteacher where children who experience difficulties with social and emotional elements of learning are encouraged to develop sound communication and social skills and in turn raise self-esteem. This system was praised in our most recent Ofsted inspection report: "You have a deep understanding of the various needs of pupils. You keep a close eye on those who are particularly vulnerable and at risk. Parents rightly praise the school's work with pupils who find school challenging. The nurture groups you have set up have given confidence to pupils and helped them to enjoy school. These pupils' improved engagement with teachers, and with their learning, is testament to the success of your approach."

This year St. John's was chosen to take part in a pilot scheme for the Caring2Learn project. A Lincolnshire County Council research project funded and supported by the Department for Education. The overall aim for the project is to improve outcomes for looked after and post looked after children and young people. For education settings they will be sharing and developing innovative practice at the cutting edge of national and international research, which will be overseen and supported through partnership with University College London Institute of Education. We are very proud to be part of this project which will improve the life chances of children in care.

St. John's main investment is its staff. Providing staff with an appropriate environment to enable teaching and learning to be effective, with ongoing opportunities for personal development and lifelong learning, are key features of the school. Through rigorous and robust self-evaluation within a culture of accountability, staff are able to be very effective within the classroom and the relationship established with parents and stakeholders. Staff are expected to operate at the cutting edge of educational thinking, constantly reviewing and analysing school performance. They encourage pupils to take an active role by supporting and cultivating an environment where all are respected, listened to and treated fairly.

St. John's welcomes members of the local community into the school, sharing its facilities out of hours with local clubs and groups (Weightwatchers, sports clubs) and through activities planned by the Friends of the School Committee. St. John's is involved in the community and has worked with Bracebridge Heath Community group; St. John's Evangelist Church and Lincolnshire Coop, hosting a local food event for the Coop this year.

Our children have also been involved in raising money for charity through Children in Need, Poppy selling, British Red Cross; Lincoln Larder (food bank) a local charity. We were among the top schools in the region for raising the most money for the British Legion and were very proud of our pupils at St. John's who are always keen to raise money for those less fortunate and often take the initiative in fund raising campaigns.

In setting our objectives and planning our activities the Governors have given careful consideration to the Charity Commission's general guidance on public benefit. The Governors believe that the Academy Trust's aims, together with the activities outlined above, are demonstrably to the public benefit.

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report

Achievements and performance

Teaching & Learning

	Reading		Writing		Maths		Other Info		
	Expected	Greater Depth	Expected	Greater Depth	Expected	Greater Depth			
EYFS 2018-2019	GLD 75%								
	85%	22%	75%	5%	90%	10%			
Phonics Y1 2018-2019	89%								
KS1 2018-2019	75%	27%	75%	18%	75%	27%			
	75% national		76% national		76% national				
KS2 2018-2019	73.77%	18%	85%	16%	80.33%	20%	SPAG	SPAG	Reading, Writing & Maths Combined
	73% national		78% national		79% national		85.25%	40%	68%
							78% national		65% national

Key

GLD Good Level of Development
 SPAG Spelling, Punctuation and Grammar
 EYFS Early Years Foundation Stage
 Y1 Year One

PP Pupil Premium
 GD Greater Depth
 KS1 Key Stage 1
 KS2 Key Stage 2

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Assessment Overview

- EYFS – GLD above national and improved on 2018
- Phonics above national and highest score achieved at St. John's
- KS1 in line with national percentages and in line with previous performance. Good results with regard to over 50% summer born pupils in cohort.
- KS2 results above national in all Expected areas. Excellent SPAG results.

Overall, results at the end of 2019 were better than national and in line with previous results, which demonstrates the dedication, hard work and perseverance of pupils and staff. The distribution of Pupil Premium funding for pupils claiming free school meals, those adopted from public care and those from service families, was very effective in ensuring pupils made progress from their starting points.

This year we have also been successful in many sporting competitions including: football, netball, rugby, athletics and cricket. We reached the county finals in netball and with a cricket team.

School Environment

Outside play space has been enhanced with the purchasing of further play equipment and the training of a play leader for both KS1 and KS2.

Leadership and Management

Key Stage leaders have been further developed by using focused CPD from our Teaching School. We have continued to work with EEF on research projects and have expanded our support for teacher training by working with Schools Direct students as well as those from our local Teaching Training University.

Care, Guidance and Support

Last year we were part of a pilot scheme run by Lincoln County Council to enhance the life chances of vulnerable children: those "looked after" and "post looked after". As a school we are working to support other schools with policies, plans and practical work which will enable them to create successful placements for vulnerable children. This year we have been successful in achieving the Caring2Learn Gold Award.

Staffing

This year two members of staff have been involved in Maths Hub project: leading the teaching and learning of Maths reasoning in school and contributing to professional development of staff in other schools. Our Headteacher has been selected as an Education Champion for the county Caring2Learn project. Our Pastoral Lead has completed training in trauma, attachment and mental health.

Enrichment

Year on year, our Arts Week continues to astound our community and visitors to the school. The quality and diversity of pupils' work is outstanding. We have also been very successful in our music activities being placed third in the local Music festival for our school singing group. We have also attended many community events this year with our singing group. Including many at our local church.

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Key performance indicators

The Governors consider that the following are key performance indicators for the Academy Trust:

- The number of pupils registered at the academy is increasing because of its success and popularity within the community. Development within the community will also produce demand for places. Pupil numbers lead directly to the Education and Skills Funding Agency (ESFA) funding level.
- Prudent management of income to match expenditure for the year has been a priority for governors in order to secure general financial stability. However, ensuring funds are spent timely and wisely in order to support teaching and learning for pupils attending the academy at any given time, is considered of the utmost importance.
- The percentage of income received from ESFA spent on total staff costs has been considered. Governors are confident that the correct staffing levels have been applied, taking into consideration staff costs as a percentage of grant income (the additional expenditure on staffing from Pupil Premium which is used to employ additional staff to support teaching and learning) together as a percentage of total costs.
- Careful monitoring of funds, the scrutiny of financial reports, together with prudent and economical administration, is highly considered
- Avoiding waste and extravagance
- Securing value for money through the efficient, effective and economic use of available resources
- Our latest Ofsted Inspection indicated that the school is a Good school. Governors have reflected therefore that funds are being used where the need is greatest to support teaching and learning with appropriate resources and facilities being provided for maximum impact on pupil outcomes.
- The Governors look to minimise and ensure good value for money by competitive tendering and "best value" ordering processes. The funding allocated by the DfE through General Aggregated Grant or Local Authority CSE Grant is intended for expenditure in keeping with the school key objectives. We deliver education and beyond ensuring that performance is a non-profit organisation.

The Governors have been pleased that expectations for all key performance indicators listed have been successfully met during the period.

Going concern

After making appropriate enquiries, the board of governors 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.

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Financial review

Most of the Academy's recurrent income is obtained from the ESFA in the form of grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2019 and the associated expenditure are shown as restricted funds in the statement of financial activities.

During the year ended 31 August 2019, incoming resources totalled £2,159,848 and total expenditure was £1,819,464, leaving a surplus for the year of £340,384. When the fixed asset fund movements of £420,721 and movements on the local government pension scheme of £93,000 are excluded there was a surplus of £12,663 (2018: deficit of £179).

The combined balance on restricted income fund, and unrestricted income funds at 31 August 2019 was £351,021, compared to £352,163 at 31 August 2018. The movement of £1,142 consists of the in-year surplus of £12,663 and the transfer to restricted fixed asset fund of £13,805

At 31 August 2019, the net book value of fixed assets was £3,107,610 and movements in tangible fixed assets are shown in note 12 to the financial statements. During the period the assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

Reserves policy

The funds held at the balance sheet date were £2,307,631, including £126,222 on restricted income funds and £224,799 on unrestricted income funds.

The Trustees review the reserve levels of the Academy Trust throughout the year. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of the reserves.

The Academy's 'free' reserves includes its funds after excluding restricted funds. The trustees therefore ensure that the reserves are available for any or all of the Academy's purposes once it has met its commitments and covered its other planned expenditure.

The governors have determined that the appropriate level of free reserves should be equivalent to 2 weeks expenditure, approximately £70,000. The reason for this is to provide sufficient working capital to cover delays between spending and the receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. The balance on free reserves at 31 August 2019 was £351,021, which is consistent with the reserves policy.

The pension reserve held within restricted funds was in deficit by £1,151,000 at 31 August 2019. This does not mean that an immediate liability for this amount crystallises. The deficit position will result in a cash flow effect for the academy trust in the form of employer's pension contributions as assessed by the actuary. As at 31 August 2019 the Trust has "free" reserves (the combined balance on restricted general fund (excluding pension reserve) and unrestricted fund) of £351,021. The restricted fixed asset fund total was £3,107,610 which can only be realised by disposing of tangible fixed assets.

Restricted reserves total (£1,024,778) of which (£1,151,000) relates to the Local Government Pension Fund deficit which is due to be repaid in line with the agreed terms of the Fund. The remainder of the restricted reserves must only be spent as intended, the majority of which relates to grant funding from government sources to support delivery of education across the Trust.

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Financial and risk management objectives and policies

The Academy Trust does not use complex financial instruments. It manages its activities using cash and various items such as trade debtors and trade creditors that arise directly from its operations.

The existence of these financial instruments exposes the Academy Trust to a number of financial risks which are described in more detail below. The main risks arising from the Trust's financial instruments are liquidity risk and cash flow interest rate risk.

Liquidity risk: The Trust manages its cash resources, including sufficient working capital, so that all its operating needs are met without the need for short-term borrowing.

Interest rate risk: The Trust earns interest on cash deposits. With interest rates currently low, the governors will consider action to increase the income from these deposits, provided it does not jeopardise the liquidity or security of the Trust's assets.

Credit risk arises from the possibility that amounts owed to the Trust will not be repaid. The Trust does not undertake credit activities so it is only exposed to credit risk as it arises from normal business. Credit risk is managed through the use of approved banks and the prompt collection of amounts due.

Investment policy

The school holds no investments other than its capital balance.

Principal risks and uncertainties

The main risks that the Academy is exposed to are summarised below. For each of these risks the probability, impact and seriousness have been considered together with appropriate action and management plans:

- Operational and reputational - this covers risks to the running of the Academy (including the capacity of staff and buildings to meet the needs of pupils) and its performance in delivering the curriculum.
- Financial - covering risks to the Academy Trust's financial position, including revenue streams, cost control and cash management.
- The risks to which the Academy Trust is exposed arise both internally and externally. External risks include those in respect of future funding levels, competition, changes to rules and regulations, and the financial position of the staff pension schemes.

Fundraising

The academy undertakes minimal fundraising. This is carried out by the children elected to the School Council and involves making and selling food items; table top sales, making book marks and badges etc. and selling the items to parents and children in the school. The money raised is used to fund projects put forward by the pupils e.g. outside reading area – books and beanbags; climbing wall, outside clock etc.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Plans for future periods

During 2019 - 2020, the academy will work to ensure it builds upon previous success by including the following priorities:

Teaching and Learning:

The School Development Plan outlines the key areas of focus for 2019 – 2020 to enable realisation of the school's aims and vision.

Our aims next year (2019 – 2020) will be:

- To increase the number of children achieving expected levels in all subjects
- To increase the percentage of children achieving Greater Depth in all subjects
- To accelerate the progress of disadvantaged pupils
- To improve teaching and learning in Reading
- To review curriculum intent, implementation and impact
- To embed the concept of Growth Mindset in the school community

To Introduce and embed the concept of Growth Mindset to the school community

Mindsets are beliefs; beliefs about yourself and your most basic qualities. Think about your intelligence, your talents, your personality. Are these qualities simply fixed traits, carved in stone and that's that? Or are they things that you can cultivate throughout your life?

People with a fixed mindset believe that their traits are just givens; that they have a certain amount of intelligence and talent, and nothing can change that. If they have lots of intelligence, they're all set, but if not then what's the point in trying? People in this mindset worry about their traits and how adequate they are. They have something to prove to themselves and others.

People with a growth mindset, on the other hand, see their qualities as things that can be developed through their effort and hard work. Sure they're happy if they're naturally talented, but that's just the starting point. They understand that no one has ever accomplished great things – not Mozart, Darwin or Michael Jordan – without years of passionate practice and learning.

It has been proven that having a Growth Mindset can improve children's progress and attainment. As a result, we are teaching our children that by having a Growth Mindset they can grow their brains and intelligence and achieve anything they want!

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

School environment

- To develop the outdoor area for lunchtimes that is used by the nurture group which includes vulnerable children
- To further develop outside play experience for the whole school including putting in a climbing wall and sandpits for all children to access
- To work towards another room in school to provide designated withdrawal area, music area and nurture group area.
- To ensure decoration of school is of a good quality and aesthetically pleasing
- To update some IT equipment used in teaching and learning
- To consider reroofing a flat roof area of the school

Leadership and Management:

- Ensure the continuing development of key stage leaders, Assistant and Deputy Headteachers
- Engage the academy in Research & Development projects – particularly Maths through Primary School Maths Hub
- Continue to work with our local network and colleagues to ensure the delivery of focussed, planned CPD
- Offer School to School Support for our network schools and for other Lincolnshire schools – particularly through Peer Review support

Care, Guidance and Support:

- Continue to adjust and amend the school's behaviour policy and procedures in order for behaviour of pupils to be excellent both in and outside of the classrooms moving towards a relational based school
- To further develop the use of restorative practice with pupils
- Continue encouraging pupils to make healthy choices
- Develop Nurture group and support for vulnerable pupils
- Work with Lincolnshire County Council to include those difficult to manage children
- Continue to work with our local community to engage the children and create a partnership for learning
- To continue to work within the "Caring to Learn" approach to working with vulnerable pupils to ensure the best life chances and accelerated educational progress.
- To support Learning Mentor in her work with vulnerable children through extra training
- To support the Pastoral Lead in her work with the most vulnerable children through accessing training particularly through Caring2Learn

Staffing:

- Provide additional training and support as appropriate for the Early Help and Team Around the Child coordinator to further develop her pastoral support skills
- Continue to develop the role of middle leaders especially supporting and developing curriculum leads to ensure their understanding of their curriculum area with regard to intent, implementation and impact, is sound
- Support Assistant Head in her new role as Specialist Leader in Education
- Provide support and training for new teaching assistants and those in new roles

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Enrichment:

- Ensure opportunities are available for all pupils to make choices regarding extra-curricular activities
- Ensure "talented" pupils have the opportunities to further their talents

Building for our Future:

Continue to explore possibilities to provide outstanding facilities: particularly in the areas of sport; technology; library resources; Early Years Foundation Stage and school's outside environment. In order to support the Academy in achieving its aims, the Academy will draw upon the strengths, experience, expertise and dedication of its staff and governors. However, in some instances, the Academy will draw upon outside specialist help.

Funds held as custodian trustee on behalf of others

The Academy does not hold any assets on or behalf of any other charity or body.

Auditor

In so far as the trustees are aware:

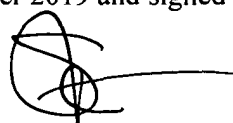
- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

A resolution proposing that UHY Hacker Young LLP be reappointed as auditor of the charitable company will be put to the members.

Approved by order of the board of trustees on 12 December 2019 and signed on its behalf by:



S Manders
Chair



S Dixon
Trustee

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2019

Scope of responsibility

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

The Board of Governors has delegated the day-to-day responsibility to the Headteacher, 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 St. John's Primary Academy and the Secretary of State for Education. They are also responsible for reporting to the board of governors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 19 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustees	Meetings attended	Out of possible
A Beeston (Retired 12 April 2019)	5	6
S Manders (Chair)	18	19
S Dixon (Trustee)	11	12
R Walker	10	12
E Forrest-Leigh	5	7
L Marcer (Headteacher and Accounting Officer)	17	19
C Smith	11	11
S Connell (Retired 22 July 2019)	6	9
Reverend J Bell	7	8
D Hemmings (Retired 24 September 2018)	0	0
S Pitts	9	9
T Footsoy (Appointed 28 February 2019)	4	5
K Mcloughlin (Appointed 28 February 2019)	3	4

The **Resources Committee** is a sub-committee of the main board of governors. This Committee has delegated power, within legal constraints, for all matters concerning the maintenance and development of buildings, for financial matters, including the creation of the annual budget and its subsequent monitoring. It makes recommendations on banking arrangements and ensures that financial regulations are observed. At St. John's, the curriculum, its development and achievement is seen as primary, and while the Pupils' Standards and Assessment, Personnel and School Community Wellbeing and Resources work together, the work of the Resources Committee is to assure itself that proper costing of curriculum, premises and staffing plans has been done, and to ensure that resources are not exceeded. It does not itself make the curriculum or educational policy which cause expenditure. The Committee receives recommendations and annually discusses and decides upon a draft budget, which must be approved by the Full Governing Body. Within the framework of the approved budget, Academy Financial Regulations and any Governing Body guidelines on particular matters, the Headteacher has delegated power to spend as necessary.

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
A Beeston (Retired 12 April 2019)	2	2
S Manders (Chair)	4	4
S Dixon (Trustee)	4	4
R Walker	3	4
L Marcer (Headteacher and Accounting Officer)	4	4
T Footsoy (Appointed 28 February 2019)	2	3

Review of value for money

As accounting officer the Headteacher has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The accounting officer considers how the academy trust's use of its resources has provided good value for money during each academic year, and reports to the board of governors where value for money can be improved, including the use of benchmarking data where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year by:

- Accessing joint training regarding moderation of curriculum
- Accessing joint training and support for subject leaders; key stage leaders; SEND leader;
- Accessed discounted training through Teaching School Alliance
- Renegotiated site manager's holiday time in order for him to be at school for the six week school summer holiday allowing him to project manage refurbishment
- Accessed discounted membership of education support through School business manager forum
- Joined with another school to lessen cost of coaches to sporting events
- Using online training (less costs)
- Negotiating a new school letting

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in St. John's Primary Academy for the period 1st September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The board of governors has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of governors is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1st September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of governors.

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

The risk and control framework

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

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

The board of trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor but to retain the services of a governor, Steve Dixon, as responsible officer (RO).

The RO's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. In particular the checks carried out in the current period included:

- testing of payroll systems
- testing of purchase systems
- testing of control account/ bank reconciliations

The RO has delivered his schedule of work as planned.

On a bi-annual basis, the internal auditor reports to the board of trustees, on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities.

Review of effectiveness

As accounting officer the Headteacher 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 School Business Manager within the academy trust who has responsibility for the development and maintenance of the internal control framework

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Resources Committee and a plan to ensure continuous improvement of the system is in place.

Approved by order of the board of trustees on 12 December 2019 and signed on its behalf by:



S Manders
Chair



L Marcer
Headteacher and Accounting Officer

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2019

As accounting officer of St. John's Primary Academy Bracebridge Heath Ltd, I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency of material irregularity, impropriety and non-compliance with ESFA 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 2018.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2018.

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

Approved on 12 December 2019 and signed by:



L Marcer
Accounting Officer

12 December 2019

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2019

The trustees (who are also the directors of the Charitable Company for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the Academies Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

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

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

Approved by order of the members of the board of trustees on 12 December 2019 and signed on its behalf by:



S Manders
Chair



S Dixon
Trustee

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST JOHN'S PRIMARY
ACADEMY BRACEBRIDGE HEATH LTD
FOR THE YEAR ENDED 31 AUGUST 2019**

Opinion

We have audited the accounts of St John's Primary Academy Bracebridge Heath Ltd for the year ended 31 August 2019 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the accounts is not appropriate; or
- the trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the academy trust's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the accounts are authorised for issue.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST JOHN'S PRIMARY
ACADEMY BRACEBRIDGE HEATH LTD (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2019

Other information

The trustees are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the accounts or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report including the incorporated strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report, including the incorporated strategic report.

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

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST JOHN'S PRIMARY
ACADEMY BRACEBRIDGE HEATH LTD (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2019

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the academy trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

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

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

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

Elizabeth Searby

**Elizabeth Searby (Senior Statutory Auditor)
for and on behalf of UHY Hacker Young**

12 December 2019

**Chartered Accountants
Statutory Auditor**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON
REGULARITY TO ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD AND
THE EDUCATION & SKILLS FUNDING AGENCY
FOR THE YEAR ENDED 31 AUGUST 2019**

In accordance with the terms of our engagement letter dated 7 September 2017 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by St John's Primary Academy Bracebridge Heath Ltd during the period 1 September 2018 to 31 August 2019 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 St John's Primary Academy Bracebridge Heath Ltd and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the St John's Primary Academy Bracebridge Heath Ltd and ESFA 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 St John's Primary Academy Bracebridge Heath Ltd and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of St John's Primary Academy Bracebridge Heath Ltd's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of St John's Primary Academy Bracebridge Heath Ltd's funding agreement with the Secretary of State for Education dated 11 July 2011 and the Academies Financial Handbook, extant from 1 September 2018, 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 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 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 2018 to 2019 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON
REGULARITY TO ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD AND
THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019**

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity and impropriety within the trust.
- Testing of those areas identified through risk assessment, including reviewing internal controls, analytical review and enquiries of management.
- Consideration of the evidence and concluding on the work carried out.

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

UHY Hacker Young

Reporting Accountant
UHY Hacker Young

Dated: 12 December 2019

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2019

	Notes	Unrestricted Funds £	Restricted funds: General Fixed asset £ £	Total 2019 £	Total 2018 £
Income and endowments from:					
Donations and capital grants	3	-	18,006	483,453	501,459
Charitable activities:					
- Funding for educational operations	4	-	1,621,271	-	1,621,271
Other trading activities	5	30,390	5,895	-	36,285
Investments	6	833	-	-	833
Total		<u>31,223</u>	<u>1,645,172</u>	<u>483,453</u>	<u>2,159,848</u>
Expenditure on:					
Charitable activities:					
- Educational operations	8	-	1,756,732	62,732	1,819,464
Total	7	<u>-</u>	<u>1,756,732</u>	<u>62,732</u>	<u>1,819,464</u>
Net income/(expenditure)		31,223	(111,560)	420,721	340,384
Transfers between funds	17	-	(13,805)	13,805	-
Other recognised gains/(losses)					
Actuarial (losses)/gains on defined benefit pension schemes	19	-	(351,000)	-	(351,000)
Net movement in funds		<u>31,223</u>	<u>(476,365)</u>	<u>434,526</u>	<u>(10,616)</u>
Reconciliation of funds					
Total funds brought forward		193,576	(548,413)	2,673,084	2,318,247
Total funds carried forward		<u>224,799</u>	<u>(1,024,778)</u>	<u>3,107,610</u>	<u>2,318,247</u>

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2019

Comparative year information Year ended 31 August 2018	Notes	Unrestricted Funds £	Restricted funds: General Fixed asset £ £		Total 2018 £
Income and endowments from:					
Donations and capital grants	3	-	10,814	8,658	19,472
Charitable activities:					
- Funding for educational operations	4	-	1,506,775	-	1,506,775
Other trading activities	5	29,098	20,550	-	49,648
Investments	6	517	-	-	517
Total		29,615	1,538,139	8,658	1,576,412
Expenditure on:					
Charitable activities:					
- Educational operations	8	-	1,660,933	60,919	1,721,852
Total	7	-	1,660,933	60,919	1,721,852
Net income/(expenditure)		29,615	(122,794)	(52,261)	(145,440)
Transfers between funds	17	-	(18,713)	18,713	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	19	-	242,000	-	242,000
Net movement in funds		29,615	100,493	(33,548)	96,560
Reconciliation of funds					
Total funds brought forward		163,961	(648,906)	2,706,632	2,221,687
Total funds carried forward		193,576	(548,413)	2,673,084	2,318,247

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

BALANCE SHEET

AS AT 31 AUGUST 2019

	Notes	2019 £	2018 £
Fixed assets			
Tangible assets	12	3,107,610	2,673,084
Current assets			
Stocks	13	6,599	11,471
Debtors	14	95,232	61,313
Cash at bank and in hand		676,488	404,021
		<u>778,319</u>	<u>476,805</u>
Current liabilities			
Creditors: amounts falling due within one year	15	<u>(427,298)</u>	<u>(124,642)</u>
Net current assets		<u>351,021</u>	<u>352,163</u>
Net assets excluding pension liability		<u>3,458,631</u>	<u>3,025,247</u>
Defined benefit pension scheme liability	19	<u>(1,151,000)</u>	<u>(707,000)</u>
Total net assets		<u><u>2,307,631</u></u>	<u><u>2,318,247</u></u>
Funds of the academy trust:			
Restricted funds	17		
- Fixed asset funds		3,107,610	2,673,084
- Restricted income funds		126,222	158,587
- Pension reserve		<u>(1,151,000)</u>	<u>(707,000)</u>
Total restricted funds		<u>2,082,832</u>	<u>2,124,671</u>
Unrestricted income funds	17	<u>224,799</u>	<u>193,576</u>
Total funds		<u><u>2,307,631</u></u>	<u><u>2,318,247</u></u>

The accounts on pages 28 to 53 were approved by the trustees and authorised for issue on 12 December 2019 and are signed on their behalf by:



S Manders
Chair



S Dixon
Trustee

Company Number 07777372

ST. JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2019

	Notes	2019 £	£	2018 £	£
Cash flows from operating activities					
Net cash provided by/(used in) operating activities	20		285,439		(4,777)
Cash flows from investing activities					
Dividends, interest and rents from investments		833		517	
Capital grants from DfE Group		483,453		8,658	
Purchase of tangible fixed assets		(497,258)		(27,371)	
Net cash used in investing activities			(12,972)		(18,196)
Net increase/(decrease) in cash and cash equivalents in the reporting period			272,467		(22,973)
Cash and cash equivalents at beginning of the year			404,021		426,994
Cash and cash equivalents at end of the year			676,488		404,021
Relating to:					
Bank and cash balances			574,511		302,697
Short term deposits			101,977		101,324

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

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

1.1 Basis of preparation

The accounts of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

St John's Primary Academy Bracebridge Heath Ltd meets the definition of a public benefit entity under FRS 102.

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 charitable 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 accounts and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Income

All incoming resources are recognised when the academy 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 period 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 in full when there is an unconditional entitlement to the grant. Unspent amounts of capital grants are reflected in the balance sheet in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

(Continued)

Sponsorship income

Sponsorship income provided to the academy 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 academy trust has provided the goods or services.

Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is 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 are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

This includes all expenditure incurred by the academy 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 academy trust's educational operations, including support costs and costs relating to the governance of the academy trust apportioned to charitable activities.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

(Continued)

1.5 Tangible fixed assets and depreciation

Assets costing £500 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. 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 such assets is charged to the restricted fixed asset fund in the statement of financial activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the academy trust's depreciation policy. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

Long leasehold buildings	50 years
Computer equipment	3 years
Fixtures, fittings & equipment	10 years

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 Leased assets

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

1.8 Financial instruments

The academy trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy trust and their measurement basis are as follows.

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

(Continued)

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.9 Stock

Stock is valued at the lower of cost and net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal. Provision is made for obsolete and slow moving stock.

1.10 Taxation

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

1.11 Pensions benefits

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes and the assets are held separately from those of the academy trust.

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. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

(Continued)

The LGPS is a funded multi-employer 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.

1.12 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Education and Skills Funding Agency, Department for Education or other funders where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received and include grants from the Education and Skills Funding Agency and Department for Education.

2 Critical accounting estimates and areas of judgement

Accounting 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.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

2 Critical accounting estimates and areas of judgement

(Continued)

Critical accounting estimates and assumptions

The academy 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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, 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 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. 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.

For 2018-2019 there have been some specific issues which have impacted on the actuarial assumptions and closing pension scheme liability of all LGPS employers:

(1) The "McCloud/Sargeant judgement". This relates to legal rulings regarding age discrimination arising from public sector pension scheme transitional arrangements. Actuarial evidence suggested that the impact of making an allowance for this judgement would be material, and so the academy trust asked the actuary to make an allowance in the figures.

In order to quantify the constructive obligation the actuary has made calculations using an approximate approach. One critical assumption under this method is that salaries will increase at least CPI plus 1.5%. Further, the approximate approach does not take into account the specific age profile of the employer's pension scheme members.

The impact of McCloud/Sargeant has been to increase the constructive obligation at 31 August 2019 by £13,000 which has reflected as a past service cost, within staff costs. There will also be an increase in the cost of benefits from 1 September 2019.

(2) Guaranteed Minimum Pension (GMP). GMP is a portion of pension that was accrued by individuals who were contracted out of the State Second Pension between 6 April 1978 and 6 April 1997. In October 2018 the High Court ruled in the Lloyds Bank case that equalisation for the effect of unequal GMPs between genders is required. As a result of an on-going debate on how this impacts on public service pension schemes, there has been national debate about the point at which a past service cost is triggered. Briefing notes provided by the actuary have indicated that a 'trigger event' is yet to occur for the LGPS and so no allowance has been made for GMP in the LGPS liability included within these financial statements. It is, in any case, considered likely that any impact would be immaterial.

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

2 Critical accounting estimates and areas of judgement

(Continued)

(3) Discount rates. There has been a change in financial assumptions over the period, including the discount rate. The discount rate has been reduced significantly which has resulted in a less positive balance sheet position than if the discount rate at the start of the period had been used. The impact comes through as part of the actuarial movement shown on Statement of Financial Activities.

(4) Mortality assumptions. Details of the changes in mortality assumptions are shown in note 19. The actuary calculations use a model prepared by the Continuous Mortality Investigation (CMI) which is updated on an annual basis, incorporating the latest mortality data in the national population. This year the mortality assumptions use an updated CMI model which now anticipates a significant reduction in projected life expectancies. The lower life expectancy assumptions result in a more positive balance sheet position than if the mortality rates at the start of the period had been used, and the impact comes through as part of the actuarial movement shown on Statement of Financial Activities.

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Capital grants	-	483,453	483,453	8,658
Other donations	-	18,006	18,006	10,814
	<u>-</u>	<u>501,459</u>	<u>501,459</u>	<u>19,472</u>

The income from donations and donations and capital grants was £501,459 (2018: £19,472) of which £18,006 was restricted (2018: £10,814) and £483,453 was restricted fixed assets (2018: £8,658).

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
DfE / ESFA grants				
General annual grant (GAG)	-	1,328,899	1,328,899	1,297,300
Other DfE group grants	-	194,976	194,976	171,101
	-	1,523,875	1,523,875	1,468,401
Other government grants				
Local authority grants	-	97,396	97,396	38,374
Total funding	-	1,621,271	1,621,271	1,506,775

The income from funding for educational operations was £1,621,271 (2018: £1,506,775) of which £1,621,271 was restricted (2018: £1,506,775).

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Catering income	30,390	-	30,390	29,098
Private school fund receipts	-	5,895	5,895	20,550
	30,390	5,895	36,285	49,648

The income from other trading activities was £36,285 (2018: £49,648) of which £30,390 was unrestricted (2018: £29,098) and £5,895 was restricted (2018: £20,550).

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Short term deposits	833	-	833	517

The income from funding for investment income was £833 (2018: £517) of which £833 was unrestricted (2018: £517).

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

7 Expenditure

	Staff costs	Non Pay Expenditure		Total	Total
	£	Premises	Other	2019	2018
	£	£	£	£	£
Academy's educational operations					
- Direct costs	1,190,201	-	66,114	1,256,315	1,159,373
- Allocated support costs	277,329	154,867	130,953	563,149	562,479
	<u>1,467,530</u>	<u>154,867</u>	<u>197,067</u>	<u>1,819,464</u>	<u>1,721,852</u>

Net income/(expenditure) for the year includes:

	2019	2018
	£	£
Fees payable to auditor for audit services	7,800	7,500
Depreciation of tangible fixed assets	62,732	60,919
Net interest on defined benefit pension liability	21,000	22,000
	<u>7,800</u>	<u>60,919</u>

8 Charitable activities

	2019	2018
	£	£
All from restricted funds:		
Direct costs		
Educational operations	1,256,315	1,159,373
Support costs		
Educational operations	563,149	562,479
	<u>1,819,464</u>	<u>1,721,852</u>

	2019	2018
	£	£
Analysis of support costs		
Support staff costs	277,329	279,026
Depreciation	62,732	60,919
Premises costs	92,135	99,211
Other support costs	102,040	94,392
Governance costs	28,913	28,931
	<u>563,149</u>	<u>562,479</u>

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 AUGUST 2019****9 Staff****Staff costs**

Staff costs during the year were:

	2019	2018
	£	£
Wages and salaries	1,084,726	1,006,726
Social security costs	93,730	86,137
Pension costs	274,846	257,627
	<hr/>	<hr/>
Amounts paid to employees	1,453,302	1,350,490
Agency staff costs	5,210	13,111
	<hr/>	<hr/>
Amounts paid to staff	1,458,512	1,363,601
Staff development and other staff costs	9,018	6,905
	<hr/>	<hr/>
Total staff expenditure	<u>1,467,530</u>	<u>1,370,506</u>

Staff numbers

The average number of persons employed by the academy trust during the year was as follows:

	2019	2018
	Number	Number
Teachers	20	20
Administration and support	46	44
	<hr/>	<hr/>
	66	64
	<hr/>	<hr/>

Higher paid staff

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

	2019	2018
	Number	Number
£60,000 - £70,000	-	1
£70,000 - £80,000	1	-
	<hr/>	<hr/>

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

9 Staff

(Continued)

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 received by key management personnel for their services to the academy trust was £265,881 (2018: £256,035).

10 Trustees' remuneration and expenses

The headteacher and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of headteacher and staff, and not in respect of their services as trustees. Other trustees did not receive any payments from the academy trust in respect of their role as trustees. During the year, expenses totalling £nil were made to the trustees (2018: £58).

The value of trustees' remuneration including employers pension contributions was as follows:

L Marcer (Headteacher and trustee):

Remuneration £70,000 - £75,000 (2018: £65,000 - £70,000)

Employers' pension contributions paid £10,000 - £15,000 (2018: £10,000 - £15,000)

S Connell (Staff trustee) - retired 22 July 2019:

Remuneration £35,000 - £40,000 (2018: £35,000 - £40,000)

Employers' pension contributions paid £5,000 - £10,000 (2018: £5,000 - £10,000)

A Beeston (Staff trustee) - retired 12 April 2019:

Remuneration £10,000 - £15,000 (2018: £15,000 - £20,000)

Employers' pension contributions paid £0 - £5,000 (2018: £0 - £5,000)

Other related party transactions involving the trustees are set out within the related parties note.

11 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 academy trust business. The insurance provides cover up to £5,000,000 on any one claim but the cost for the years ended 31 August 2019 and 31 August 2018 cannot be determined.

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

12 Tangible fixed assets

	Long leasehold buildings £	Computer equipment £	Fixtures, fittings & equipment £	Total £
Cost				
At 1 September 2018	2,860,374	156,790	100,459	3,117,623
Additions	-	11,338	485,920	497,258
At 31 August 2019	2,860,374	168,128	586,379	3,614,881
Depreciation				
At 1 September 2018	270,919	142,771	30,849	444,539
Charge for the year	45,252	6,961	10,519	62,732
At 31 August 2019	316,171	149,732	41,368	507,271
Net book value				
At 31 August 2019	2,544,203	18,396	545,011	3,107,610
At 31 August 2018	2,589,455	14,019	69,610	2,673,084

The land and buildings were valued as at 31 August 2012 by a qualified firm of chartered surveyors. The valuation was undertaken using the depreciated replacement cost method and resulted in a valuation of £2,850,000 of which £598,500 related to land. In opinion of the trustees there has been no material movement in the valuation during the year to 31 August 2019.

The Long leasehold land and buildings includes land valued at £598,500 which is not depreciated.

The Long leasehold land and buildings are held under a 125-year lease from Lincolnshire County Council at nil rental. They are valued at depreciated replacement cost and recognised in the Academy Trust's balance sheet.

13 Stocks	2019 £	2018 £
Other stock	6,599	11,471

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

14 Debtors	2019	2018
	£	£
Trade debtors	923	190
Other debtors	38,582	9,315
Prepayments and accrued income	55,727	51,808
	<u>95,232</u>	<u>61,313</u>
	<u><u>95,232</u></u>	<u><u>61,313</u></u>
15 Creditors: amounts falling due within one year	2019	2018
	£	£
Trade creditors	27,003	22,981
Other taxation and social security	22,903	21,300
Other creditors	23,054	21,488
Accruals and deferred income	354,338	58,873
	<u>427,298</u>	<u>124,642</u>
	<u><u>427,298</u></u>	<u><u>124,642</u></u>
16 Deferred income	2019	2018
	£	£
Deferred income is included within:		
Creditors due within one year	<u>47,607</u>	<u>45,865</u>
	<u><u>47,607</u></u>	<u><u>45,865</u></u>
Deferred income at 1 September 2018	45,865	41,909
Released from previous years	(45,865)	(41,909)
Resources deferred in the year	<u>47,607</u>	<u>45,865</u>
	<u><u>47,607</u></u>	<u><u>45,865</u></u>
Deferred income at 31 August 2019	47,607	45,865

The deferred income provision above relates to grants received for Universal Free School Meals, Rates relief income and income received for a school trip taking place in the 2019-20 year.

ST JOHN'S PRIMARY ACADEMY BRACEBRIDGE HEATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

17 Funds

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2019 £
Restricted general funds					
General Annual Grant (GAG)	146,734	1,328,899	(1,341,629)	(13,805)	120,199
Other DfE / ESFA grants	-	194,976	(194,976)	-	-
Other government grants	-	97,396	(97,396)	-	-
Other restricted funds	11,853	23,901	(29,731)	-	6,023
Pension reserve	(707,000)	-	(93,000)	(351,000)	(1,151,000)
	<u>(548,413)</u>	<u>1,645,172</u>	<u>(1,756,732)</u>	<u>(364,805)</u>	<u>(1,024,778)</u>
Restricted fixed asset funds					
Tangible fixed assets	2,673,084	-	(62,732)	497,258	3,107,610
Capital grants	-	483,453	-	(483,453)	-
	<u>2,673,084</u>	<u>483,453</u>	<u>(62,732)</u>	<u>13,805</u>	<u>3,107,610</u>
Total restricted funds	<u>2,124,671</u>	<u>2,128,625</u>	<u>(1,819,464)</u>	<u>(351,000)</u>	<u>2,082,832</u>
Unrestricted funds					
General funds	<u>193,576</u>	<u>31,223</u>	<u>-</u>	<u>-</u>	<u>224,799</u>
Total funds	<u>2,318,247</u>	<u>2,159,848</u>	<u>(1,819,464)</u>	<u>(351,000)</u>	<u>2,307,631</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

17 Funds

(Continued)

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

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

Restricted fixed asset funds are resources which are applied to specific capital purposes by the Education and Skills Funding Agency, Department for Education or other funders where the assets acquired or created are held for a specific purpose.

In the year capital grants of £483,453 were received, expenditure on fixed assets was £497,258 the excess spent of £13,805 came from the General Annual Grant fund.

Restricted general funds comprise all other restricted funds received and include grants from the Education and Skills Funding Agency and the Department for Education.

Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2019.

The pension reserve held within restricted funds was in deficit by £1,151,000 at 31 August 2019. This does not mean that an immediate liability for this amount crystallises. The deficit position will result in a cash flow effect for the academy trust in the form of employer's pension contributions as assessed by the actuary.

The trust has agreed to pay monthly instalments amounting to £16,000 per annum to help reduce the deficit.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

17 Funds

(Continued)

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

	Balance at 1 September 2017 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2018 £
Restricted general funds					
General Annual Grant (GAG)	194,951	1,297,300	(1,326,804)	(18,713)	146,734
Other DfE / ESFA grants	-	171,101	(171,101)	-	-
Other government grants	-	38,374	(38,374)	-	-
Other restricted funds	12,143	31,364	(31,654)	-	11,853
Pension reserve	(856,000)	-	(93,000)	242,000	(707,000)
	<u>(648,906)</u>	<u>1,538,139</u>	<u>(1,660,933)</u>	<u>223,287</u>	<u>(548,413)</u>
Restricted fixed asset funds					
Tangible fixed assets	<u>2,706,632</u>	<u>8,658</u>	<u>(60,919)</u>	<u>18,713</u>	<u>2,673,084</u>
Total restricted funds	<u>2,057,726</u>	<u>1,546,797</u>	<u>(1,721,852)</u>	<u>242,000</u>	<u>2,124,671</u>
Unrestricted funds					
General funds	<u>163,961</u>	<u>29,615</u>	<u>-</u>	<u>-</u>	<u>193,576</u>
Total funds	<u>2,221,687</u>	<u>1,576,412</u>	<u>(1,721,852)</u>	<u>242,000</u>	<u>2,318,247</u>

18 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2019 are represented by:				
Tangible fixed assets	-	-	3,107,610	3,107,610
Current assets	224,799	553,520	-	778,319
Creditors falling due within one year	-	(427,298)	-	(427,298)
Defined benefit pension liability	-	(1,151,000)	-	(1,151,000)
Total net assets	<u>224,799</u>	<u>(1,024,778)</u>	<u>3,107,610</u>	<u>2,307,631</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

18 Analysis of net assets between funds

(Continued)

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2018 are represented by:				
Tangible fixed assets	-	-	2,673,084	2,673,084
Current assets	193,576	283,229	-	476,805
Creditors falling due within one year	-	(124,642)	-	(124,642)
Defined benefit pension liability	-	(707,000)	-	(707,000)
Total net assets	193,576	(548,413)	2,673,084	2,318,247

19 Pension and similar obligations

The academy trust'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 Lincolnshire County Council. Both are multi-employer defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and that of the LGPS related to the period ended 31 March 2016.

Contributions amounting to £22,814 (2018: £21,257) were payable to the schemes at 31 August 2019 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' 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.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

(Continued)

Valuation of the Teachers' Pension Scheme

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%

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.8%). The timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

The pension costs paid to the TPS in the period amounted to £175,375 (2018: £163,769).

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 an unfunded multi-employer pension scheme. The academy trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 18.8% for employers and 6.3% for employees. The estimated value of employer contributions for the forthcoming year is £90,000.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

(Continued)

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

The Trust paid £16,000 per annum in the year ended 31 August 2019 to help reduce the deficit. A further £16,000 will be paid in the year ended to 31 August 2020 and £16,000 in the year ended 31 August 2021 (all paid in monthly instalments).

Total contributions made	2019	2018
	£	£
Employer's contributions	90,000	81,000
Employees' contributions	23,000	20,000
	<u> </u>	<u> </u>
Total contributions	113,000	101,000
	<u> </u>	<u> </u>

Principal actuarial assumptions	2019	2018
	%	%
Rate of increase in salaries	2.7	2.7
Rate of increase for pensions in payment/inflation	2.3	2.3
Discount rate for scheme liabilities	1.9	2.8
Commutation of pensions to lump sums	50	50
	<u> </u>	<u> </u>

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

	2019	2018
	Years	Years
Retiring today		
- Males	21.2	22.1
- Females	23.5	24.1
Retiring in 20 years		
- Males	22.5	24.4
- Females	25.2	26.6
	<u> </u>	<u> </u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

(Continued)

Scheme liabilities would have been affected by changes in assumptions as follows:

	2019	2018
	£'000	£'000
0.5% decrease in real discount rate	330	242
0.5% increase in the salary increase rate	64	53
0.5% increase in the pension increase rate	259	184

The academy trust's share of the assets in the scheme

	2019	2018
	Fair value	Fair value
	£	£
Equities	875,000	753,000
Bonds	192,000	155,000
Cash	12,000	10,000
Property	120,000	114,000
Total market value of assets	1,199,000	1,032,000

The actual return on scheme assets was £66,000 (2018: £72,000).

Amount recognised in the Statement of Financial Activities

	2019	2018
	£	£
Current service cost	149,000	152,000
Past service cost	13,000	-
Interest income	(30,000)	(23,000)
Interest cost	51,000	45,000
Total operating charge	183,000	174,000

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

(Continued)

Changes in the present value of defined benefit obligations	2019	2018
	£	£
At 1 September 2018	1,739,000	1,719,000
Current service cost	149,000	152,000
Interest cost	51,000	45,000
Employee contributions	23,000	20,000
Actuarial loss/(gain)	387,000	(193,000)
Benefits paid	(12,000)	(4,000)
Past service cost	13,000	-
	<u>2,350,000</u>	<u>1,739,000</u>
At 31 August 2019	<u>2,350,000</u>	<u>1,739,000</u>

Changes in the fair value of the academy trust's share of scheme assets

	2019	2018
	£	£
At 1 September 2018	1,032,000	863,000
Interest income	30,000	23,000
Actuarial gain	36,000	49,000
Employer contributions	90,000	81,000
Employee contributions	23,000	20,000
Benefits paid	(12,000)	(4,000)
	<u>1,199,000</u>	<u>1,032,000</u>
At 31 August 2019	<u>1,199,000</u>	<u>1,032,000</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

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

	2019	2018
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	340,384	(145,440)
Adjusted for:		
Capital grants from DfE and other capital income	(483,453)	(8,658)
Investment income receivable	(833)	(517)
Defined benefit pension costs less contributions payable	72,000	71,000
Defined benefit pension scheme finance cost	21,000	22,000
Depreciation of tangible fixed assets	62,732	60,919
Decrease/(increase) in stocks	4,872	(3,765)
(Increase)/decrease in debtors	(33,919)	15,017
Increase/(decrease) in creditors	302,656	(15,333)
Net cash provided by/(used in) operating activities	285,439	(4,777)

21 Capital commitments

	2019	2018
	£	£
Expenditure contracted for but not provided in the accounts	47,892	-

22 Related party transactions

No related party transactions took place in the period of account, or the prior year, other than certain trustees' remuneration and expenses already disclosed in note 10.

23 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.