

**Eynsham Partnership Academy**  
**(A Company Limited by Guarantee)**  
**Annual Report and Financial Statements**  
**Year ended 31 August 2016**



**Company Registration Number:**  
**07939655 (England and Wales)**

**Period of account: 1 September 2015 – 31 August 2016**

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**Eynsham Partnership Academy**  
**Reference and Administrative Details**

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**Members**

F Bartlett (Corporate Diocesan Member)  
T Blakeborough  
M Foster  
J Godsall  
G Robinson  
B Tweedie  
D Tyler  
S Bruce (appointed 02/03/2015)

**Trustees**

M Foster +  
M Andrews \* (resigned 14/7/16)  
F Bartlett +  
J Bird +  
A Booer \*  
A Carter +  
P Coulter \* (Chairperson)  
A Hamilton \*  
K MacKenzie (nee Jupp) (resigned 18/1/16)  
J Osborne  
P Reynolds (Vice Chairperson) +  
M Ryan \*  
J Faulkner (appointed 22/10/2015)  
S Kerswell (appointed 11/4/16)  
H Emery (appointed 14/4/16)

\* members of the finance and resources  
committee

+ members of the audit committee

**Company Secretary**

B Bedford

## Eynsham Partnership Academy

### Reference and Administrative Details (continued)

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#### Senior Management Team

- Chief Executive Officer A Hamilton  
(Accounting Officer and Executive Headteacher Bartholomew School)
- Headteacher Stanton Harcourt M Trigg
- Headteacher Eynsham Primary School I Moore
- Headteacher Freeland Primary School S Kimber-Nickelson
- Headteacher Standlake Primary School A Denham-Cooke
- Headteacher St Peter's Primary School J Millward
- Headteacher Hanborough Manor Primary School S Kerswell
- Chief Operating Officer M Lawes

Company Name Eynsham Partnership Academy

Principal and Registered Office  
Witney Road  
Eynsham  
Witney  
Oxon  
OX29 4AP

Company Registration Number 07939655 (England and Wales)

Independent Auditor  
Critchleys LLP  
Greyfriars Court  
Paradise Square  
Oxford  
OX1 1BE

Bankers  
Lloyds Bank plc  
2-4 Market Square  
Witney  
Oxon  
OX28 6RD

Solicitors  
Stone King LLP  
13 Queen Square  
Bath  
BA1 2HJ

## **Eynsham Partnership Academy**

### **Trustees' Report**

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The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2015 to 31 August 2016. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The Eynsham Partnership Academy operates a secondary school and six primary schools in Eynsham and its surrounding community. It has a pupil capacity of 2,465 and had a roll of 2,244 in the school census on 6 October 2016.

### **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 trustees of Eynsham Partnership Academy are also the directors of the charitable company for the purposes of company law. The charitable company is known as Eynsham Academy.

The following schools trade under the company name:

- Eynsham Partnership Academy trading as Bartholomew School
- Eynsham Partnership Academy trading as Eynsham Community Primary School
- Eynsham Partnership Academy trading as Standlake Church of England Primary School
- Eynsham Partnership Academy trading as Stanton Harcourt C of E Primary School
- Eynsham Partnership Academy trading as Hanborough Manor C of E School
- Eynsham Partnership Academy trading as Freeland Church of England Primary School
- Eynsham Partnership Academy trading as St Peter's Church of England Primary School, Cassington

Details of the trustees who served during the year 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**

There were no provisions required for third party indemnity. In accordance with normal commercial practice, the academy trust purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on trust business.

## Eynsham Partnership Academy

### Trustees' Report (continued)

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#### Method of Recruitment and Appointment or Election of Trustees

The Members of the Company shall comprise:

- (a) the Diocesan Board of Education acting in its corporate capacity by the hand of a director or the Diocesan Director of Education;
- (b) two (2) Members appointed by the Diocesan Board of Education, of whom at least one (1) shall be appointed from amongst the members of the Local Governing Bodies of those Academies falling under Article 4(a)(ii) of the Articles of Association;
- (c) one (1) Member with experience and expertise in the primary education sector nominated by the members of the Local Governing Bodies of the primary Academies falling under Article 4(a)(i) of the Articles of Association and appointed by the Members;
- (d) three (3) Members with experience and expertise in the secondary education sector nominated by the members of the Local Governing Bodies of the secondary Academies falling under Article 4(a)(i) of the Articles of Association and appointed by the Members; and
- (e) the chairman of the Directors.

The Members shall appoint up to 16 Directors, of whom:

- (a) five (5) shall be appointed by the Diocesan Board of Education, of whom at least one (1) shall be appointed from amongst the Local Governing Bodies of those Academies falling under Article 4(a)(ii);
- (b) one (1) shall be appointed from amongst the Principals of the primary Academies;
- (c) one (1) shall be appointed from amongst the Principals of the secondary Academies;
- (d) five (5) shall be appointed from amongst individuals nominated by the Local Governing Body of the secondary Academy falling under Article 4(a)(i);
- (e) two (2) shall be appointed from amongst individuals nominated by the Local Governing Body of the primary Academy falling under Article 4(a)(i); and
- (f) two (2) shall be appointed by the Members by majority in respect of their skills, knowledge and experience.

The Members shall ensure that the total number of Directors, including the Chief Executive Officer, who are employees of the Company does not exceed one third of the total number of Directors.

The Directors, after consultation with the Diocesan Board of Education, may appoint up to two (2) Co-opted Directors for such term (not exceeding four years) and otherwise upon such conditions as they shall think fit. The Directors may not co-opt an employee of the Company as a Co-opted Director if thereby the number of Directors who are employees of the Company would exceed one third of the total number of Directors including the Chief Executive Officer.

#### Policies and Procedures Adopted for the Induction and Training of Trustees

The individual academies within the Eynsham Partnership Academy subscribe to Oxfordshire County Council's Governor Services, which exists to provide support and training for Oxfordshire's school governors.

A comprehensive range of services is offered to governing bodies on a subscription basis. These are:

- Induction training;
- Governor training programme;
- In-house training, including the How can we become more effective? Governing body exercise and customised sessions on specific subjects;
- Partnership Training;
- Helpline;
- Clerking Services;
- Clerks' Briefings;
- Briefing papers and publications.

## **Eynsham Partnership Academy**

### **Trustees' Report (continued)**

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#### **Organisational Structure**

The academy has defined the responsibilities of each person involved in the administration of the academy's finances to avoid the duplication or omission of functions and to provide a framework of accountability for directors, governors and staff. The financial reporting structure is illustrated below:

#### **The Members**

The core roles, accountabilities and responsibilities of the Members' of the Eynsham Partnership Academy (EPA) are to:

- Undertake any and all roles, accountabilities and responsibilities as outlined in the Articles of Association and Memorandum of Understanding of the EPA;
- Be, and take on the role of, the 'owners' of the company;
- Appoint the Directors of the Company in accordance with the Articles of Association and Scheme of Governance of the EPA;
- Remove when appropriate, and in accordance with the Articles of Association of the EPA, Directors from their position and replace them appropriately;
- Monitor the strategic actions of the company and thereby oversee the achievement of the objectives of the company;
- Take part in annual and extraordinary general meetings of the EPA;
- Receive the company's audited accounts in timely fashion;
- Have the right to amend the Articles of Association when deemed appropriate and necessary;
- Hold the Members' liability which is limited to £10;
- Undertake all of the above by holding Members' meetings throughout the year as appropriate.

#### **The Board of Directors**

The Board of Directors has overall responsibility for the administration of the academy's finances. The main responsibilities of the Board of Directors are prescribed in the Master Funding Agreement and respective Supplemental Funding Agreements between the academy and the DfE and in the academy's scheme of delegation.

The main responsibilities include:

- ensuring that grants from the DfE are used only for the purposes intended;
- approval of the annual budget;
- appointment of the Accounting Officer;
- appointment of the Chief Financial Officer, in conjunction with the Accounting Officer.

The Board of Directors is ultimately responsible for the proper stewardship of academy's funds and for ensuring economy, efficiency and effectiveness in their use – the three key elements of value for money. It must also ensure that it uses its discretions reasonably and takes in to account any and all relevant guidance on accountability and propriety.

## **Eynsham Partnership Academy**

### **Trustees' Report (continued)**

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#### **The Eynsham Partnership Academy Audit Committee**

The Eynsham Partnership Academy Audit Committee is a committee of the Board of Directors. The Committee will meet at least twice a year and, where appropriate, will coincide with key dates in the company's financial reporting cycle.

The main responsibilities of the Committee are detailed in written Terms of Reference but the main function of the Committee is to maintain an oversight of the Academy Trust's governance, risk management, internal control and value for money framework. The Committee reports its findings to the trustees, the Academy Board and the Accounting Officer as a critical element of the Academy Trust's annual reporting requirements. Specific duties include:

- reviewing internal and external financial statements and reports to ensure that they reflect best practice ;
- monitoring the integrity of the financial statements of the Academy Trust and any formal announcements relating to financial performance;
- considering and advising the Board of Directors on the annual and long-term audit programme, ensuring that internal controls are subject to appropriate independent scrutiny in accordance with Government standards;
- making recommendations to the Board of Directors in relation to the appointment, reappointment and removal of the external auditor and to approve the remuneration and terms of engagement of the external auditor;
- considering all relevant reports by the Peer Review Officer and the appointed external auditor, including reports on the Academy Trust's accounts, achievements of value for money and the response to any management letters;
- reviewing the effectiveness of the Academy Trust's internal control system established to ensure that the aims, objectives and key performance targets of the company are achieved in the most economic, effective and environmentally preferable manner;
- reviewing the consistency of internal control, risk management and value for money systems across the Academy Trust.

#### **The Eynsham Partnership Academy Finance & Resources Committee**

The Eynsham Partnership Academy Finance & Resources Committee is a committee of the Board of Directors. The Committee will meet at least once a term but more frequent meetings will be arranged as necessary.

The main responsibilities of the Committee are detailed in written Terms of Reference authorised and approved by the Board of Directors and include:

- coordinating the planning and budgeting processes;
- the regular monitoring of consolidated management accounts;
- interacting with all other committees, to advise on the appropriate means by which their requirements which have budget implications can best be met;
- ensuring the annual accounts are produced in accordance with the requirements of the Companies Act 2006 and the DfE guidance issued to academies;
- authorising the award of contracts over £25,000;
- authorising changes to the central academy personnel establishment;
- reviewing the reports of the Audit Committee on the effectiveness of the financial procedures and controls. These reports must also be reported to the Board of Directors.

The Eynsham Partnership Resource Committee will be directly supported by the Finance Committees from each academy school. School Finance Committees are responsible for their delegated budgets, regular monitoring of income and expenditure against budget, stewardship of school's funds and for ensuring value for money.

## **Eynsham Partnership Academy**

### **Trustees' Report (continued)**

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#### **The Chief Executive Officer - Accounting Officer**

The Eynsham Partnership Academy appointed a Chief Executive Officer on 7 April 2014. The Chief Executive Officer is the appointed Academy Accounting Officer and has personal responsibility for:

- the propriety and regularity of the public finances for which they are answerable;
- the keeping of proper accounts;
- prudent and economical administration;
- the avoidance of waste and extravagance;
- ensuring value for money;
- the efficient use of all resources under their charge.

Much of the day to day financial responsibility has been delegated to the Chief Financial Officer.

The Accounting Officer must advise the Board of Directors in writing, whether at any time, in their opinion, any action or policy under consideration by the Board of Directors or the Eynsham Partnership Academy Finance & Resources Committee is incompatible with the terms of the Academy's Funding Agreement or the Academies Financial Handbook. Similarly, the Accounting Officer must advise the Board of Directors in writing if the governing body of an academy school or the resources committee of an academy school appear to be failing to act where required to do so by the terms and conditions of their Academy's Funding Agreement or the Academies Financial Handbook.

Additionally, each Headteacher has responsibility for their individual School Development Plans including the setting of their school's individual budget and financial activities. Individual school budgets are approved by their respective Local Governing Body and a consolidated budget is then submitted to the Board of Directors for approval annually or as required.

#### **The Chief Operating Officer**

The Chief Operating Officer works in close collaboration with the Accounting Officer through whom they are responsible to the Board of Directors. The Chief Operating Officer also has direct access to the Board of Directors and the Eynsham Partnership Academy Finance & Resources Committee.

The main responsibilities of the Chief Operating Officer are:

- the day to day management of financial issues including the establishment and operation of a suitable accounting system;
- the management of the academy financial position at a strategic and operational level within the framework for financial control determined by the Board of Directors;
- the maintenance of effective systems of internal control;
- ensuring that the annual accounts are properly presented and adequately supported by the underlying books and records of the academy;
- the preparation of monthly management accounts;
- ensuring forms and returns are sent to the DfE in line with the timetable in the DfE guidance;
- developing and managing central support services for the trust
- researching, co-ordinating, advising on and supporting trust expansion
- governance – recruitment and training
- compliance – statutory requirements and compliance with the Academies Financial Handbook
- additional roles, some of which are not directly finance related, as outlined in the Chief Operating Officers job description.

## **Eynsham Partnership Academy**

### **Trustees' Report (continued)**

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#### **The Peer Review Officer**

The Chief Operating Officer will provide an internal audit service for the academy primary schools, undertaking a half-yearly programme of reviews to ensure that financial transactions have been properly processed and that controls are operating as laid down by the Board of Directors. A report of the findings from each visit will be presented to the academy school's resources committee and to the Eynsham Partnership Academy Audit Committee.

An independent Peer Review Officer (PRO) has been appointed by the Governing Body of Bartholomew School and provides governors with an independent oversight of that School's financial affairs. The main duties of the PRO are to provide the Governing Body with independent assurance that:

- financial responsibilities of the Governing Body are being properly discharged;
- resources are being managed in an efficient, economical and effective manner;
- sound systems of internal financial control are being maintained;
- financial considerations are fully taken into account in reaching decisions.

The PRO undertakes a programme of reviews as directed to ensure that financial transactions have been properly processed and that controls are operating as laid down by the Board of Directors. A report of the findings from each visit will be presented to the Bartholomew School Strategic Resources and Financial Management Committee and to the Eynsham Partnership Academy Audit Committee.

#### **Other Staff**

Other members of staff, primarily the Senior Finance Officer, the Finance Assistant and departmental budget holders at each academy school, will have some financial responsibilities and these are fully documented in the EPA Internal Financial Procedures

All staff are responsible for the security of School property, for avoiding loss or damage, for ensuring economy and efficiency in the use of resources, and for conformity with the requirements of the Eynsham Partnership Academy Financial Procedures, Administration and Control Policy.

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

In 2015 the Directing Board commissioned an independent report on the job descriptions and remuneration for chief executive officers. That report clarified the role and functions of the CEO and possible salary range and methods of review.

On the 4 June 2015 the Directing Board agreed the recommendations within the independent report, with the CEO functions as described in that review forming the basis of the job description for the CEO, and to adopt the proposed pay range for the CEO role. It was also agreed that the Chair of the Directing Board and two directors would constitute the pay review group for the CEO. That group duly reviewed targets and set targets and agreed the CEO's salary from 1 May 2014 to 31 August 2015 and then from 1 September 2015 to 31 August 2016.

The appraisals for the School Improvement Officer and the Primary Executive Lead will be undertaken by the Oxford Diocesan Board of Education as part of a support package acquired by the trust.

The Directing Board agreed during 2016 that having additional capacity at EPA leadership level was essential in order to carry out the work required by the Directing Board to ensure the EPA is functioning at the highest level. Consequently, the then Chief Financial Officer took on additional MAT-wide responsibilities for central support services and trust expansion and became the Chief Operating Officer for the trust. A salary commensurate with other similar post with Oxfordshire academies was confirmed.

## Eynsham Partnership Academy

### Trustees' Report (continued)

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As a consequence of the CEO's absence from 23 May 2016, the COO was asked to be Acting CEO during the CEO's absence, a function that was fulfilled until 31 August 2016. A temporary contract change was authorised by the Chair of the Directing Board after consultation with the Chair of the Directing Board Finance and Resources Committee and the Chair of the Local Governing Board of Bartholomew School (also a trustee of the EPA) and the same group agreed and authorised the additional remuneration from that temporary post.

#### **Related Parties and other Connected Charities and Organisations**

The Academy Trust is not part of a wider network such as a soft federation. For further details of related parties and transactions during the year see Notes 11 and 29 to the financial statements.

### **Objectives and Activities**

#### **Objects and Aims**

The Eynsham Partnership Academy was founded to provide the best possible education for all young people in our communities and for those outside of our communities who choose to attend the member schools. Each school is committed to working together to generate excellence in their education provision. To this end, the Strategic Leadership Group of all the school's headteachers works collaboratively to design and create a strategic development plan that encompasses the actions required to generate outcomes that will contribute to delivering the overarching generic aims for the Eynsham Partnership Academy as summarised below:

- Raising aspirations;
- Promoting thinking;
- Developing leaders;
- Building community;
- Ensuring well-being;
- Celebrating diversity;
- Embracing the future;
- Promoting British values

#### **Objectives, Strategies and Activities**

Whilst we have worked together as the Eynsham Partnership of Schools for many years to improve each school's performances, there are many areas in which we need to sharpen our collaborative practice and performance. If we are to improve standards, and be able to remain centred on improving teaching and learning in all our schools, we need to work collaboratively and creatively to maximise the effective use of our educational resources at a highly challenging and turbulent time in the educational environment. Only by doing so can we truly aspire to all our schools being sustainably good and working towards delivering the outstanding provision we desire.

In order to address our issues successfully, it is essential that our priorities are identifiable, in a coherent fashion, with the monitoring and evaluation of the Eynsham Partnership Academy and each School's performance assessed through internal self-evaluation processes but also externally against the national OFSTED framework. The following areas have been identified under which priorities for development are sited:

1. Achievement and Standards
2. Teaching and Learning
3. Behaviour, Ethos and Safety
4. Leadership and Management
5. Strategic Resource Management
6. Sixth form

## Eynsham Partnership Academy

### Trustees' Report (continued)

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With the significant improvements that have been made in recent years, our primary focus will be clearly centred on improving the teaching and learning to help us raise standards by:

- Life without levels, progress measures and new accountability measures;
- Effective use of data;
- Closing the gap;
- Ensuring appropriate provision is made for Gifted and Talented students;
- Whole school literacy and numeracy;
- Identifying and sharing good practice in teaching and learning;
- Implementing targeted teaching for groups;
- Curriculum and the development of common approaches;
- Creating independent learners;
- Effective implementation of the new SEN Code of Practice;
- Designing, creating and implementing a common vision for the Eynsham Partnership Academy;
- Generating common events with children at the heart of our endeavours;
- Effective identification and provision for vulnerable families;
- Generation and implementation of common safeguarding practices including safer recruitment;
- Developing positive learning environments and positive attitudes to learning;
- Growing future leaders;
- Strategic Leadership Group development;
- Eynsham Partnership Academy Directing board development plans;
- Design, development and implementation of appropriate Schemes of Delegation and Local Governing Bodies;
- Design, creation and initial implementation of the services arm of the Eynsham Partnership Academy;
- Review and rationalisation of staffing structures;
- Audit of capital need, maintenance and development of sites;
- Development of financial management systems and accountabilities;
- Auditing and rationalisation of ICT systems.

#### Public Benefit

The trustees of Eynsham Partnership Academy confirm that they have complied with their duty in Section 17(5) of the 2011 Charities Act to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

The Eynsham Partnership Academy comprises a mixed comprehensive secondary school with a very successful and growing 6<sup>th</sup> Form and six primary schools and together they offer an excellent and educational environment for almost 2,250 students. The formal change from a six form admission entry to a seven form entry in September 2015 will increase the student population at Bartholomew School over the next three years and the capacity of the school was formally increased to 1,300 on the 16 August 2016 by a Deed of Variation to the original funding agreement with the Secretary of State of Education. Approved and potential new building developments within Eynsham and our communities will continue to increase our student population.

Bartholomew School's excellence in providing outstanding teaching and learning with its students has led it to be recognised nationally as a High Performing Specialist School and the addition of two new specialisms in Science, Technology, Engineering and Maths (STEM) and in its innovative Thinking Voice specialism. It is also a Teaching School within the Oxfordshire Teaching Schools Alliance.

## Eynsham Partnership Academy

### Trustees' Report (continued)

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Our successes are built upon the efforts of a highly qualified, hard-working and enthusiastic staff, well-motivated students and very supportive parents and a committed Academy Board with a strong connection with the local communities. The trust has overcome significant issues in the last year to do with serious weaknesses in one of the schools, including leadership and management. The structure of the trust enabled immediate addressing of these issues, whereas local authority intervention would have taken significantly longer with the likelihood that the school would have gone into special measures. Direct intervention has addressed the issues and contributed significantly to rapid improvement.

The trust has a very high quality pastoral care system and is a focus for wider community educational activities, working closely with our local partners in education and business, to ensure that the school is at the centre of its community. This ensures that we continue to generate better educational programmes for all young people, as well as improving our transitional activities for students who will be coming to Bartholomew School.

We value highly all contact with parents since we see a successful education being a partnership between parents, students and the school. By working together we are able to meet our aim of ensuring that all who attend our Academy Schools will find it challenging, stimulating, caring and a happy place to be and will enjoy their time here.

Students of the Eynsham Partnership Academy are able to participate in a wide variety of clubs, trips and activities as well as the Duke of Edinburgh, The Community Sports Leadership Award Schemes and Young Enterprise.

#### **Employees and disabled persons**

The Eynsham Partnership Academy is an equal opportunity employer and is committed to promoting equality and social inclusion. The trust operates a policy whose aim is to ensure that unlawful or otherwise unjustifiable discrimination does not take place in recruitment. The trust welcomes applications from all sectors of the community, including candidates with a disability and provides information, advice and guidance on employment-related issues to applicants with a disability or long term health condition.

For any candidates that have a disability we will provide any of the following as requested:

- Interview information on audio tape
- Interview information in large print format
- Sign language or other assistance with communication at interview
- Induction loop in interview room
- Wheelchair-accessible location for interview
- Car parking space for interview
- Facility for a personal carer, assistant or other person to accompany the applicant at interview

The trust also asks candidates to provide details of any adjustments which would need to be made in order for them to be able to carry out the duties of their job if appointed.

Regular staff meetings for teaching and support staff are held to provide information and consult employees on matters affecting them. The Senior Leadership Team, which includes the seven headteachers within the trust, meets formally on a monthly basis and minutes of each meeting are taken and circulated. Trade unions recognised within the trust take infringements of equal opportunities seriously and have their own internal procedures for dealing with those and trade unions representatives are available to discuss and seek resolution to any issues raised.

An annual staff wellbeing survey is also conducted at Bartholomew School seeking the views and comments from all members of staff, the results of which are shared and discussed with teachers and support staff at separate meetings.

## Strategic Report

### Achievements and Performance

Bartholomew School continued to build on its academic achievements, producing the best ever results in both the GCSE and A2-level examinations. Those results are a reflection of the fantastic commitment of our students, and the high quality teaching provided for them by all our teaching staff. All our students should be justifiably proud of their efforts and the grades they have achieved.

With a mixed ability intake, these outstanding results reflect our dedication to nurture students at all levels of ability. They are a reward for the positive attitudes shown by all students and affirm Ofsted's judgement that "Bartholomew School is outstanding" (June 2013).

#### GCSE

This year's cohort of students overcame many great individual challenges to produce an excellent overall set of examination results of the highest level.

- 77% achieved A\*-C in English and Maths
- 76% gained 5+A\* to C grades including English and Maths, an increase of 4% from last year
- +0.34 average Progress 8
- 5.59 average Attainment 8
- 34% achieving the English Ebacc

Key Stage 4 (GCSE)	2016	2015	2014	2013	2012	2011	2010	National 2014
% 5+ A*-C	81	80	78	81	77	77	79	67
% 5+ A*-C inc E/M	76	72	73	70	64	69	73	58
% 5+ A*-G	98	100	98	99	99	98	99	96
% 5+ A*-G inc E/M	97	99	96	98	98	98	97	94
% 1+ A*-G	99	100	99	100	100	100	99	99
Average Points	460	468*	437*	473	483	454	474	373
Average Points (best 8)	350	353*	348*	357	353	342	352	316

Within the extensive successes at Bartholomew School, there were many exceptional individual performances.

- 1 pupil achieved 11A\*/1A
- 1 student achieved 8A\*/3A
- 1 Student achieved 7A\*/A and 3A
- 3 students achieved 11A\*/A

The school has also generated significant added value for its students, exceeding the excellent standards set in previous years and is consistently one of the highest performing state schools in Oxfordshire.

## Eynsham Partnership Academy

### Trustees' Report (continued)

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#### AS Levels

This year's cohort of students overcame many great individual challenges to produce an excellent overall set of examination results as below:

123 pupils entered 420 AS Levels and produced the following highlights:

- 91% gained A-E passes, an increase of 4% from last year
- 60% gained A-C passes, an increase of 2% from last year
- 42% gained A-B passes, an increase of 4% from last year

Key Stage 5	2016	2015	2014	2013	2012	2011	2010	National 2014
A2 Level % A*-B	65	59	56	61	61	54	61	51
A2 Level % A*-C	84	80	81	82	82			77
A2 Level % A*-E	98	98	98	99	98	98	99	98
AS Level % A*-B	42	48	38	37	41	38	31	40
AS Level % A*-C	60	70	58	55	59			62
AS Level % A*-E	91	90	88	88	85	87	86	89

#### A-Levels

This year's cohort of students produced an excellent overall set of examination results to ensure that Bartholomew School's A Level examination results continue at the highest levels.

81 students took some 241 exams, with the following highlights:

- 84% gained the highest grades A\*-C, an increase of 4% from last year
- 65% gained grades A\*-B, an increase of 7% from last year
- 31% of all entries gained grades A+ or A, an increase of 3% from last year
- 98% of all entries gained A\*-E grades

Within the extensive successes at Bartholomew School, there were many exceptional individual performances, with eight students achieving three or more grade A\*/A at A2:

- 1 student achieved 2A\*/2A
- 1 student achieved 2A\*/1A
- 3 students achieved 2A\*/A
- 3 students achieved 1A\*/2A

Eynsham Partnership Academy  
Trustees' Report (continued)

Year 13 A2 Results	Entry	A*	A	B	C	D	E	U	X	Pass	% A*-E	% A*-B	% A*-C
2016	241	20	55	82	46	19	13	6		235	98	65	84
2015	241	24	47	68	53	32	12	5		236	98	59	80
2014	150	7	39	38	38	17	8	3		147	98	56	81
2013	269	27	57	81	56	29	15	4		265	99	61	82
2012	231	13	41	87	48	26	12		4	227	98	61	82
2011	237	20	35	74	59	28	15		6	231	99	54	79
2010	250	22	52	78	59	31	7		1	249	99	61	84

Bartholomew School has once again generated significant added value for its students maintaining and matching the excellent standards set in previous years. The School has been consistently one of the highest performing state schools in Oxfordshire and these results mean that most students will be able to attend their chosen university. Two of our students gained places at Cambridge University.

#### Primary schools data

##### KS1 Statutory Data Comparison 2016

	Reading			Writing			Maths		
	Towards	At or at GD	Greater Depth	Towards	At or at GD	Greater Depth	Towards	At or at GD	Greater Depth
National	26%	74%	24%	34%	66%	13%	27%	73%	18%
Oxfordshire	26%	74%	-	38%	62%	-	29%	71%	-
ECPS (59)	27%	73%	28%	41%	59%	29%	67%	33%	0%
FPS (21)	14%	86%	43%	19%	81%	24%	19%	81%	52%
HMS (31)	23%	77%	36%	35%	65%	26%	19%	81%	32%
St P's (11)	0%	100%	46%	27%	73%	46%	18%	82%	18%
SPS (25)	24%	76%	24%	28%	72%	24%	28%	72%	24%
SHPS (14)	7.2%	93%	71%	7%	93%	35%	0%	100%	35%

Eynsham Partnership Academy  
Trustees' Report (continued)

EPA Year 2 Context Data 2015/16

	PPG	SEN
ECPS (59)	10 (17%)	3 (5%)
FPS (21)	1 (5%)	1 (5%)
HMS (31)	6 (19%)	5 (16%)
St P's (11)	1 (9%)	1 (9%)
SPS (25)	2 (8%)	1 (4%)
SHPS (14)	2 (14%)	2 (14%)

KS2 Statutory Data Comparison 2016

	Reading				GPS				Maths			
	NS	AS	HS	Av. Sc. Sc.	NS	AS	HS	Av. Sc. Sc.	NS	AS	HS	Av. Sc. Sc.
National	34%	66%	19%	103	28%	72%	23%	104	30%	70%	17%	103
Oxfordshire	32%	68%	22%	103	29%	71%	22%	104	31%	69%	16%	103
ECPS (47)	16 (34%)	31 (66%)	15 (32%)	102.6	15 (32%)	32 (68%)	14 (30%)	103.2	16 (34%)	31 (66%)	10 (21%)	101.8
FPS (17)	4 (24%)	13 (76%)	6 (35%)	105.9	2 (12%)	15 (88%)	7 (41%)	107.4	4 (24%)	13 (76%)	2 (12%)	103.8
HMS (22)	0 (0%)	22 (100%)	7 (32%)	107.1	0 (0%)	22 (100%)	14 (64%)	110.2	1 (5%)	21 (95%)	4 (18%)	105.8
St P's (11)	4 (36%)	7 (64%)	4 (36%)	103.4	3 (27%)	8 (73%)	2 (18%)	104	2 (18%)	9 (82%)	1 (9%)	104.2
SPS (11)	5 (46%)	6 (54%)	2 (18%)	100	1 (9%)	10 (90%)	3 (27%)	104.7	4 (36%)	7 (64%)	2 (18%)	102.8
SHPS (11)	3 (27%)	8 (73%)	3 (27%)	105.4	2 (18%)	9 (82%)	2 (18%)	104.7	1 (9%)	10 (91%)	0 (0%)	104.2

KS1 / KS2 Progress Score 2015/16

	Reading	Writing	Maths
ECPS (47)	0.9	0.1	-1.8
FPS (17)	1.2	1.1	-1.5
HMS (22)	3.2	1.1	1.8
St P's (11)	2.0	2.4	3.1
SPS (11)	-3.1	-2.3	-1.4
SHPS (11)	1.7	-3.8	0.6

Eynsham Partnership Academy  
Trustees' Report (continued)

	Writing (teacher assessment)			Combined R,W, M
	NS	AS	Greater Depth	
National	26%	74%	15%	53%
Oxfordshire	32%	68%	14%	52%
ECPS (47)	16 (34%)	31 (66%)	14 (30%)	53%
FPS (17)	3 (18%)	14 (82%)	6 (35%)	71%
HMS (22)	3 (14%)	19 (86%)	7 (32%)	86%
St P's (11)	2 (18 %)	9 (82 %)	2 (18%)	64%
SPS (11)	4 (36%)	7 (64%)	1 (9%)	45%
SHPS (11)	3 (28%)	8 (72%)	0 (0%)	54%

NS – not met standard

AS – achieved standard

HS – high score (110 and above)

HS and Greater Depth % are part of Achieved Standard %

Phonics Screening Yr 1 and Yr 2

Phonics Screening			
Year 1 Screening		Year 2 Retake	
National	81%	National	-
Oxfordshire	80%	Oxfordshire	-
ECPS (55)	65%	ECPS	86%
FPS (19)	90%	FPS	0%
HMS (30)	87%	HMS	90%
St P's (15)	100%	St P's	100%
SPS (20)	90%	SPS	60%
SHPS (14)	93%	SHPS	100%

## Eynsham Partnership Academy

### Trustees' Report (continued)

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#### Key Performance Indicators

The consolidated Governor approved budgets for the period 1 September 2015 – 31 August 2016 forecasted an in-year revenue surplus of £55,663. This represented 0.61% of the original notified General Annual Grant income of £9,377,384 and 0.52% of total income.

Staffing salary costs were budgeted at 76.91% of total revenue income of £10,637,031, a fall of 0.22% from 2014-15 budget and 82.96% of DfE and EFA revenue grants of £9,913,886. This is slightly lower than similar educational institutions and continues to reflect the ongoing efforts to reduce staffing costs to 75% against the background of financial pressures from funding constraints.

Total premises expenditure was budgeted at 6.49% of total revenue income and 7.0% of DfE and EFA revenue grants. All other supplies and services expenditure (excluding depreciation and FRS 102 pension costs) was budgeted at 16.07 % of total revenue income and 17.33 % of DfE and EFA revenue grants. These percentages are in line with similar educational institutions and a number of initiatives have been implemented to reduce costs through joint buying opportunities for buildings and contents insurance (a saving of £35,096 on the 2014-15 premium) and working in co-ordination with the Oxfordshire Academies Business Managers Group for the procurement of a new accounting system and a new payroll provider in 2015-16 and new energy contracts from October 2016.

From the 2015-16 outturns, total employee costs of £8,258,296 were 75.97% of total revenue income of £10,870,288 (excluding donations), which was 0.94% lower than budgeted, reflecting the determined drive to bring staffing costs down to 75% of total income. Premises expenditure was 5.27% of total revenue income from charitable activities, an improvement of 1.2% on the budgeted percentage and other costs (excluding depreciation) were 15.47% of total revenue income from charitable activities, an improvement of 0.6%. These lower percentages demonstrate the continued drive to deliver best value and the emphasis upon collaborative procurement within the trust to deliver efficiencies and ensure that maximum resources can be directed to improve the outcomes for all students in the trust.

#### Going Concern

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

## Eynsham Partnership Academy

### Trustees' Report (continued)

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#### Financial Review

The Education Funding Agency (EFA) is now placing reliance on the work of the regularity auditor and no longer requires established academies to produce and submit an annual Academies Financial Management and Governance Evaluation. The Company has formally submitted audited accounts for the six months ended 31 August 2012 and the financial years ended 31 August 2013, 31 August 2014 and 31 August 2015.

No systems, however robust, can completely protect against individuals who are determined to commit a criminal act. However, our internal financial systems have been established using tested audited principles and procedures and are subject to monthly internal scrutiny, reviews by our appointed Peer Reviewer and annual audit by our appointed external auditors.

Appropriate responsibilities, accountabilities and a segregation of duties are in place. The Chief Operating Officer reviews and countersigns the Eynsham Partnership Academy bank and payroll reconciliations undertaken by the Senior Finance Officer at Bartholomew School.

The Chief Operating Officer provides a full written financial report to the Executive Headteacher at Bartholomew School on a monthly basis. The report includes a reconciliation of academy funding, budget monitoring and payroll reconciliation. The reports for Bartholomew School governors have also included a cash flow, capital funding and expenditure reconciliations and the central support services cost centre.

The Chief Operating Officer also supports the primary schools in the Eynsham Partnership Academy with the production of monthly financial reports, including the re-profiling of income and expenditure.

The Chief Operating Officer also provides a regular full written financial report to the Chief Executive Officer. Those reports provide a reconciliation of consolidated academy funding, consolidated budget monitoring as well as individual school summaries, consolidated payroll reconciliation, cash flow analysis and a monitoring of central support service income and expenditure. Similar reports are also provided to the Directing Board Finance & Resources committee five times a year, with one additional report focusing on the annual consolidated budget.

The main source of funding is the General Annual Grant and associated funding from the Education Funding Agency. Total revenue funding is shown in note 3 to the financial statements.

Devolved Formula Capital totalling £60,235 was received in 2015-16. Four successful Condition Improvement Fund bids were made in 2015-16. Eynsham Primary School received £268,099 of the £595,776 due from the Condition Improvement Fund 2015-16 for roofing repairs, Stanton Harcourt Primary School received £69,935 for asbestos removal, Freeland Primary School received £165,345 for fire safety works and St Peter's Primary School, Cassington received £157,624 for fire safety works.

## Eynsham Partnership Academy

### Trustees' Report (continued)

Revenue and capital reserves increased by £780,750 to £3,362,637 in 2015-16, with unrestricted general funds increased by £15,731, restricted capital reserves increased by £395,276 and restricted general funds (excluding pension reserve) increased by £369,743. The in-year performance by school was as follows:

Bartholomew School	Increased by £144,924
Eynsham Primary	Increased by £408,031, of which £390,570 related to capital following a successful Condition Improvement Fund bid
Standlake Primary	Increased by £48,593
Stanton Harcourt Primary	Reduced by £43,347 following completion of Condition Improvement Fund bid
Hanborough Manor Primary	Increased by £1,750
Freeland Primary	Increased by £142,612, of which £160,858 related to capital following a successful Condition Improvement Fund bid
St Peter's Cassington Primary	Increased by £141,363, of which £155,124 related to capital following a successful Condition Improvement Fund bid
Central	Decreased by £63,176 as a consequence of the reduction in Education Service Grant funding per pupil in 2015-16. 5% service levy introduced in September 2016 to reverse that position.

Bartholomew School continues to hold the majority of the revenue and capital reserves, with a balance of £2,342,046 in 2015-16, which represents 69.6% of total revenue and capital reserves compared to 85.1% in 2014-15.

#### Reserves Policy

The Financial Reserves Policy adopted by the EPA is specifically designed to assist in strategic planning by considering how new projects or activities will be funded, informs the budget process by considering whether reserves need to be used during the financial year or built up for future projects, and informs the budget and risk management process by identifying any uncertainty in future income streams.

During the financial year, regular financial reports are produced to the CEO, identifying the movement in balances in year and the year-end outturn forecasts. This information is then provided to the Eynsham Partnership Academy Finance & Resources Committee to identify whether reserve levels have risen above, or fallen below target, and what corrective action is required as a consequence.

The level of reserves held by each primary schools in the EPA are deemed to be appropriate to cover unforeseen emergency or other unexpected need for funds.

On 31 August 2016 the Academy held the following Reserves (excluding Fixed Asset Fund which represents Net Book Value and Pension Deficit):

	£
Unrestricted General Funds	957,664
Restricted Capital Funds	815,663
Restricted General Funds	<u>1,589,310</u>
Reserves at 31 August 2016	3,362,637

## Eynsham Partnership Academy

### Trustees' Report (continued)

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£2,342,046 is held by Bartholomew School (69.6% of the total reserves) and the governors at that school have approved a revenue reserves policy to annually allocate funds for the planned replacement of vehicles and photocopying equipment. In addition, they have approved a capital development plan with immediate capital works of £770,317 agreed in 2015-16 for the construction of a sixth form study centre. Only £125,975 of preliminary works and fees were incurred in 2015-16 and, with enhanced ICT and furniture requirements, the total project cost has increased to £826,365 with the balance of £700,390 to be paid in 2016-17. A further £1,176,000 of potential capital expenditure has been identified for the medium term. A successful Priority School Building Programme bid in 2014-15 will enable the school to divert funds away from essential repair works for the two storey tower block that was constructed in 1958 but the timing of the procurement and delivery of the Priority School Building Programme will dictate how and when the planned improvements to the school buildings and site can be factored in. Much of the school infrastructure was constructed for a 650 pupil school in 1958 but the school has seen significant expansion in its pupil numbers over the last few years, increasing from 1,063 in October 2013 to 1,165 by October 2015 and totalled 1,223 in the October 2016 schools census. Consequently, pressure on catering and dining facilities, reception and office space will need to be effectively addressed from remaining reserves.

The LGPS Pension Deficit is likely to be met in the longer term from any combination of increased employer or employee contributions, increased government funding or change to scheme benefits. The restricted funds will be spent in accordance with the terms of the particular funds.

Whilst cash balances reduced by £359,101 in 2015-16 to £3,507,447 as at 31 August 2016, they still remained significantly higher than the balances reported in 2013-14. However, they do include £160,857, £154,636 and £56,342 from Condition Improvement Funding for Freeland Primary School, St Peter's Primary School, Cassington and Stanton Harcourt Primary school that was due to be spent by November 2016 and £644,951 of committed building work for a new sixth form study centre at Bartholomew School that was due for payment in October and November 2016.

#### Investment Policy

Investments will be made only in accordance with written procedures approved by the Board of Directors.

All investments will be recorded in sufficient detail to identify the investment and to enable the current market value to be calculated. The information required will normally be the date of purchase, the cost and a description of the investment.

During the period 1 September 2015 to 31 August 2016 the sum of £789,608 was invested by Bartholomew School on a thirty one day call deposit. These funds are held specifically to support the construction of a new sixth form centre, planning permission for which was granted in September 2015, with groundworks commencing in July 2016 and construction due to be completed by the end of November 2016.

All remaining funds held by the academy trust as at the 31 August 2016 were in an interest bearing account with Lloyds TSB Bank PLC.

Financial policies, including Internal Financial Regulations, which were held by Bartholomew School prior to academy conversion, were adopted for use post conversion but all policies have been subject to annual full review against the Academies Financial Handbook issued by the Education Funding Agency. The Internal Regulations were last reviewed and updated on 20 November 2015 and adopted for use across the Eynsham Partnership Academy.

## Eynsham Partnership Academy

### Trustees' Report (continued)

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#### Principal Risks and Uncertainties

Risk Registers have been produced to support the four key risk areas identified in a School:

- Compliance Risks
  - Employee, Environmental, Financial Reporting Risk Register
  - Charities, Tax, Data Protection, Welfare, Local and Central Government Risk Register
- Financial Risks
  - Financial Control and Financial Systems Risk Register
  - Income & Expenditure Risk Register
  - Treasury, Fixed Asset, Investment, Stock Risk Register
  - Debtors, Taxation, Provisions & Contingency, Party Risk Register
  - Funds and Pensions Risk Register
- Operational Risks
  - Management Information Risk Register
  - Human Resources Risk Register
  - Income & Supplier Risk Register
- Strategic & Reputational Risks
  - Strategic Risk Register
  - Public Profile Risk Register
  - Governing Body Organisation Risk Register

The risk registers focus upon the strategic and reputational risks, the operational risks and the financial risks.

Each pro-forma includes the following elements:

- category
- specific risk issue
- likelihood of occurring (high, medium and low for simplicity)
- impact if occurs (high, medium, and low)
- response (transfer, tolerate, treat or terminate)
- control procedure and target date
- person(s) responsible for action
- date of next review

The Academy Trust has exposure to a number of financial risks including credit, cash flow and liquidity risks. However, given the nature of the Academy Trust, the 'financial instruments' that they deal with are largely bank balances, cash and trade creditors, with limited trade (and other) debtors. Consequently, trustees and governors are of the opinion that the financial risks will not be material to the assessment of the trust's assets, liabilities, financial position and its results.

Barnett Waddingham Public Sector Consulting were instructed by Oxfordshire County Council, the Administering Authority to the Oxfordshire County Council Pension Fund ("the Fund"), to undertake pension expense calculations in respect of pension benefits provided by the Local Government Pension Scheme ("the LGPS") to employees of the Eynsham Partnership Academy ("the Employer") as at 31 August 2016. The LGPS is a defined benefit statutory scheme administered in accordance with the Local Government Pension Scheme Regulations 2007/08, as amended. It is contracted out of the State Second Pension.

## Eynsham Partnership Academy

### Trustees' Report (continued)

In completing their calculations for FRS102 purposes they have used the following items of data, which they received from Oxfordshire County Council:

- The results of the valuation as at 31 March 2013 which was carried out for funding purposes;
- Estimated whole Fund income and expenditure items for the period to 31 August 2016;
- Estimated Fund returns based on Fund asset statements provided (or estimated where necessary) as at 31 March 2013, 31 August 2015 and 31 July 2016, Fund income and expenditure as noted above, and estimated market returns thereafter for the period to 31 August 2016;
- Estimated Fund income and expenditure in respect of the Employer for the period to 31 August 2016;
- Details of any new early retirements for the period to 31 August 2016 that have been paid out on an unreduced basis, which are not anticipated in the normal employer service cost.

Although some of these data items have been estimated, they do not believe that they are likely to have a material effect on the results of this report. Further, they are not aware of any material changes or events since they received the data.

Net Pension Asset as at		31 Aug 16	31 Aug 15	31 Aug 14	31 Aug 13
		£000's	£000's	£000's	£000's
	Present Value of Funded Obligation	7,402	4,743	4,161	2,093
	Fair Value of Scheme Assets (bid value)	3,057	2,309	1,885	965
<b>Net Liability</b>		<b>4,345</b>	<b>2,434</b>	<b>2,276</b>	<b>1,128</b>
	Present Value of Unfunded Obligation	-	-	-	-
	Unrecognised Past Services Costs	-	-	-	-
<b>Net Liability in Balance Sheet</b>		<b>4,345</b>	<b>2,434</b>	<b>2,276</b>	<b>1,128</b>

#### Top 4 Principal Risks and Uncertainties

Using the risk register pro-formas that have been completed to form the basis of the risk register, an EPA Finance and Resources Committee Financial, Strategic and Operational High Risk Register has been produced to enable principal risks and uncertainties facing the trust to be regularly reviewed and addressed. Whilst the format of the register continues to be developed, the principal risks identified are recorded in the document. The trust considered its top 4 risks to be:

- **Succession Planning.** The inability to function effectively arising from the loss of key personnel and the failure to meet key objectives and targets and the subsequent loss of confidence from stakeholders is fully recognised by the trustees. This risk is now a high priority item of the Chairs' Group plus a representative from the Diocese.

- **Long-term absence of key personnel.** The long term absence of the CEO and COO would impact upon the trust's ability to undertake key tasks and meet key deadlines, potentially resulting in a loss of financial control and a loss of confidence from stakeholders. The trustees did instigate a formal review of the CEO workload and new internal structures were introduced at Bartholomew School to support the CEO post. However, limited cover is readily available due to the size and nature of the trust and whilst the COO was able to provide cover during the CEO's absence in 2016, no such cover is available internally if the COO was to be away for any significant period of time. A trust expansion task group has been established by the trustees, which is looking at various expansion options, including formal collaboration with other trusts, to help mitigate the key weakness identified.
- **Educational standards.** Academic under-performance resulting in an unsatisfactory Ofsted inspection could result in a school being forced to leave the trust, which would then impact upon the trust's reputation. To offset this risk the academic performance and outputs are tracked in each school, with underperforming schools identified and tasks groups established to support progress. Regular reports are provided to the trustees so that progress can be tracked and additional action agreed as necessary.
- **Potential of Academy to fail to respond to demographic changes in local community and external demand for school places.** This risk is directly as a consequence of recent and proposed housing development in the immediate community and the loss of free transport from external changes implemented by Oxfordshire County Council. Bartholomew School formally increased to a seven form entry in September 2015 and increased the academy capacity from 1,079 to 1,300 on 16 August 2016 by way of a Deed of Variation to its original funding agreement with the Secretary of State for Education. Planning permission has already been given for housing developments in Eynsham, Long Hanborough and Freeland, and other applications are pending for Eynsham, Long Hanborough, Freeland and Stanton Harcourt. Any further expansion in Eynsham would require a new free school and the trust would be looking to run such a facility. West Oxfordshire District Council have submitted to central government an expression of interest document re the creation of a Garden Village just off the A40 and north of Eynsham. It is proposed that the Garden Village will provide at least 2,200 homes by the year 2031 with potential for future growth beyond that. The scale of the development is such that two new 2 form entry primary schools and a new additional secondary facility are likely to be sought. Free school transport for year 7 pupils transferring from Standlake to Bartholomew School ceased in September 2015 and a policy has been in force from that date to provide financial support for year 7 students travelling from Standlake. However, that policy cannot be financially sustained indefinitely and similar demands may be faced by students from St Peter's Church of England Primary School, Cassington within two years.

## Plans for Future Periods

Due to significant under investment from the local authority over many years, the building stock of the Eynsham Partnership Academy requires constant work.

Much of the Bartholomew School site was developed in the 1950's, with additions and extensions to buildings undertaken since then. A Capital Development Plan has been approved and the two main priorities will be tackling building condition issues including Health and Safety issues that cannot be met from routine maintenance and the expansion of facilities and floor space to accommodate more pupils. Planning permission was obtained for a sixth form study centre in September 2015, with construction costs of £750,000 initially allocated from reserves, and is due to be open by the end of November 2016.

A successful application to the Priority School Building Programme will address the significant condition issues with the tower block at Bartholomew School and it is anticipated that the replacement of the tower block will commence in July 2017. The final design and the level of fitting out costs that the school will incur will then dictate when other key items in the Capital Development Plan can be delivered from remaining school reserves.

## Eynsham Partnership Academy

### Trustees' Report (continued)

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Eynsham Community Primary School has seen improvements to security and roofs over the last two years, Stanton Harcourt C of E Primary School has seen roofing works and had asbestos removal over the last two years and both Freeland Church of England Primary School and St Peter's Church of England Primary School, Cassington will see new fire safety systems installed in November 2016. All of these improvements have been funded by way of applications to the Academies Capital Maintenance Fund and, latterly, the Condition Improvement Fund administered by the Education Funding Agency. An application to the Condition Improvement Fund for the installation of a full fire safety system at Standlake Church of England Primary School is planned for December 2016.

Whilst cash balances reduced by £359,101 in 2015-16 to £3,507,447 as at 31 August 2016, they still remained significantly higher than the balances reported in 2013-14. However, they do include £160,857, £154,636 and £56,342 from Condition Improvement Funding for Freeland Primary School, St Peter's Primary School, Cassington and Stanton Harcourt Primary school that was due to be spent by November 2016 and £644,951 of committed building work for a new sixth form study centre at Bartholomew School outlined above that was due for payment in October and November 2016.

The trust has a vision for growth and development that is based on recognising that whilst, in the short term, the size of the trust and its local nature is ideal for its vision, in the longer term it is too small to remain financially viable in constrained financial times: it has 2,244 students and potentially needs a minimum of 5,000 students to deliver its entire vision effectively.

A task group has been formed by the Directing Board to consider future expansion options. These can be summarised as follows:

1. The status quo – remain as one secondary and six primary schools MAT
2. Maintaining the existing MAT by some form of 'daisy chaining' with other MATs
3. Maintaining the existing MAT by bringing in business through our support services offer rather than educational establishments
4. Sponsorship – agreeing to sponsor existing academies in special measures or in need of improvement
5. Expansion – inviting schools that are considering academy conversion to join our MAT
6. Expansion – inviting existing standalone academies to join our MAT
7. Merger – merger of the MAT with another established in the wider locality
8. Joining with a National Chain.

Currently, there are two areas that will influence any decision to change – the financial viability of a central services support arm and the direction of travel for the academies programme.

Since the creation of the multi-academy trust in April 2014, funding for central support services has been based solely upon the Education Services Grant, which has been reducing significantly over the last four financial years, from £150 per pupil in 2013-14 to £77 in 2016-17. As a consequence, the existing central support facilities cannot be sustained from the reduced ESG funding and the unfunded support that has consistently been provided by Bartholomew School has to be addressed. Against this background, the Directing Board recognised that the ESG model needed to be changed and a new financial model was duly approved based upon a 5% levy of core EFA funding effective from September 2016. This will generate £428,444 in the first year of the levy but, even so, this level of funding will not support even the modest size of central support services that we would envisage providing.

With only one secondary academy and six small primary academies, the trust does face significant financial challenges to establish and deliver a long term sustainable plan against a background of static cash budgets.

## Eynsham Partnership Academy

### Trustees' Report (continued)

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The ways in which the schools have collaborated, especially at the Senior Leadership Group of headteachers level, have ensured that the focus is on improvements in standards and provision. The autonomy and independence that the schools have within the trust's structure has ensured their continued positive engagement with the vision and mission of the trust, as well as maintaining the ethos of both community and church schools. It has generated the belief that the creation of collaboratively independent locality MATs, working in conjunction and cooperation with local teaching school alliances, will provide the essential supportive frameworks that will be needed due to the continuing decline and demise of many local authority services. Hence a logical route for growth is to acquire/encourage the joining of another secondary school and several primary schools, preferably on a local basis to maintain and develop our vision, ease of collaborative approaches, to ensure we can provide suitable central services to generate financial effectiveness which is, and will be, essential in persistently financially constrained times.

Bartholomew has a fully integrated system for sharing student performance data between all departments, with staff able to see their own cohorts' performance within their department and the performance of their department in comparison with others. The shared data enables pupil progress to be tracked robustly and action taken if a pupil is falling below expected progress. This approach has been successful at Bartholomew and whilst there are a number of different performance level indicators available to the primary schools, a focused approach to attainment issues and responsive action was a key focus in 2016, and the School Improvement Officer now provides a summary of performance and progress for the primary schools three times a year to the EPA Directing Board Standards Committee.

### Funds Held as Custodian Trustee on Behalf of Others

The trust holds no Assets and Funds as Custodian Trustee on behalf of others.

### Auditor

Insofar 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.

Critchleys LLP were duly re-appointed as auditors by the EPA Annual General Meeting on the 27 April 2016.

Trustees' report, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 13 December 2016 and signed on the board's behalf by:



**Michael Ryan**  
Trustee

## Eynsham Partnership Academy

### Governance Statement

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#### Scope of Responsibility

As trustees we acknowledge we have overall responsibility for ensuring that Eynsham Partnership 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 trustees has delegated the day-to-day responsibility to the Chief Executive Officer, 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 Eynsham Partnership Academy and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

#### Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 4 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustee	Meetings attended	Out of a possible
P Coulter (chairperson)	4	4
M Andrews (resigned 14/07/2016)	4	4
F Bartlett	3	4
J Bird	4	4
A Booer	4	4
A Carter	4	4
H Emery (appointed 14/04/2016)	2	2
J Faulkner (appointed 22/10/2015)	4	4
M Foster	3	4
A Hamilton	3	4
S Kerswell (appointed 11/4/16)	2	2
K Mackenzie (nee Jupp) (resigned 18/1/16)	2	2
J Osborne	4	4
P Reynolds	4	4
M Ryan	3	4

Resignations and Appointments during the year:

- H Emery was appointed by the Diocese to replace W Sweetman who had resigned on 28 April 2015
- S Kerswell was appointed as Primary Director to replace K MacKenzie who had resigned on 18 January 2016
- J Faulkner was appointed on 22 October 2015 to replace K McCarthy who had resigned on 4 June 2015
- M Andrews resigned on 14 July 2016

Particular challenges which have occurred for the board during the year include:

- Direct intervention - The trust has overcome significant issues in the last year to do with serious weaknesses in one of the schools, including leadership and management. The structure of the trust enabled immediate addressing of these issues, whereas local authority intervention would have taken significantly longer with the likelihood that the school would have gone into special measures. Direct intervention with brokered leadership secondments has addressed the issues and contributed significantly to rapid improvement and has also provided opportunities for career development;
- Absence of the CEO - As a consequence of the CEO's absence from 23 May 2016, the COO was asked to be Acting CEO, a function that was fulfilled until 31 August 2016;
- Ongoing development and funding of a central service support arm;
- The implications on capacity and site issues relating to numerous approved and proposed developments within the trust's catchment area.

## **Governance Reviews**

### **Monitoring effectiveness**

The need for the Directing Board to have oversight of the quality of governance of EPA schools is fully recognised in order to ensure any issues are dealt with appropriately. Initially the Directing Board was monitoring effectiveness through the School Improvement Officer reviewing Local Governing Body Minutes to ensure that the minutes were professional and contained the necessary information and evidence required. It is now the responsibility of the Directing Board Standards Committee to review the Local Governing Body Standards Committee Minutes and the Directing Board Finance & Resources Committee will be reviewing the Local Governing Body Finance Minutes. All Local Governing Board Minutes and those of their Committees are now uploaded to the EPA Directing Board GovernorHub as soon as available, so that Committee members can easily access them.

All except one EPA School Local Governing Bodies have undertaken the GovernorHub HealthCheck, being a self-evaluation of their performance, and it has been agreed that this will be undertaken annually. The summary of responses was tabled to the EPA Directing Board. Areas of weakness are highlighted for action; and in the case of Eynsham Community Primary School, actions for improvement have been allocated to the relevant Local Governing Body Committees.

Chairs of the Local Governing Bodies meet as a group informally three times a year, to discuss the most pressing issues and to support establishment of EPA-wide systems and methods where appropriate.

On 14 July 2016 the Directing Board discussed immediate needs with regard to appointment of Directors, having completed a Skills Audit. It was agreed that strong professional expertise and experience was required currently in the areas of business expansion, school improvement, finance and premises management, and where there are particular gaps these should be advertised.

## Eynsham Partnership Academy Governance Statement (continued)

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### Committees

The Finance and Resources Committee is a sub-committee of the main board of trustees. Its purpose is:

- coordinating the planning and budgeting processes;
- the regular monitoring of consolidated management accounts;
- interacting with all other committees, to advise on the appropriate means by which their requirements which have budget implications can best be met;
- ensuring the annual accounts are produced in accordance with the requirements of the Companies Act 2006 and the DfE guidance issued to academies;
- authorising the award of contracts over £25,000;
- authorising changes to the central academy personnel establishment;
- reviewing the reports of the Audit Committee on the effectiveness of the financial procedures and controls. These reports must also be reported to the Board of Directors.

Key issues for the Finance and Resources Committee were:

- Ensuring that each school in the EPA operated within approved 2015-16 budget plans;
- Ensuring that each school in the EPA produced balanced budgets for 2016-17;
- Approving new outsourced payroll service and a new energy service providers following the removal of the framework energy contract from Oxfordshire County Council;
- Development of a strategic risk register for the EPA.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
M Ryan (chairperson)	4	4
M Andrews	3	4
A Booer	3	4
P Coulter	4	4
A Hamilton	2	4

The Audit Committee is a sub-committee of the main board of trustees. Its purpose is:

- reviewing internal and external financial statements and reports to ensure that they reflect best practice;
- monitoring the integrity of the financial statements of the Academy Trust and any formal announcements relating to financial performance;
- considering and advising the Board of Directors on the annual and long-term audit programme, ensuring that internal controls are subject to appropriate independent scrutiny in accordance with Government standards;
- making recommendations to the Board of Directors in relation to the appointment, reappointment and removal of the external auditor and to approve the remuneration and terms of engagement of the external auditor;
- considering all relevant reports by the Peer Review Officer and the appointed external auditor, including reports on the Academy Trust's accounts, achievements of value for money and the response to any management letters;
- reviewing the effectiveness of the Academy Trust's internal control system established to ensure that the aims, objectives and key performance targets of the company are achieved in the most economic, effective and environmentally preferable manner;
- reviewing the consistency of internal control, risk management and value for money systems across the Academy Trust.

## Eynsham Partnership Academy Governance Statement (continued)

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Key issues for the Audit Committee were:

- The level of reserves held by the EPA and the future plans to use those funds effectively;
- The level of the LGPS scheme deficit and the impact upon the EPA contributions moving forward;
- Reviewing responses to the 2014-15 audit findings;
- Review of the Education Funding Agency's Schedule of Requirements that Trustees must ensure are in place (Governance and Financial Oversight) as per the Academies Financial Handbook 2015
- Continuing review of the EPA high level strategic risk register, particularly the risk surrounding succession planning
- Review of the collaborative energy procurement project undertaken by the EPA
- Review of the effectiveness of the new financial accounting system and HR payroll provider during 2015-16

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
P Reynolds (chairperson)	2	2
F Bartlett	1	2
J Bird	2	2
A Carter	2	2
M Foster	1	2

### Review of Value for Money

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

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

- The Academy Trust taking a prudent approach to expenditure. With approximately 77% of the Academy Trust budget spent on staffing, staffing structures are reviewed annually to ensure that they are fit for purpose and can adapt and respond to support the successful attainment of the objectives within the Academy Trust development plan;
- The Chief Operating Officer scrutinises each academy's budget forecast, ensuring that they comply with agreed policies and procedures, whilst challenging on spending decisions and approving expenditure over £25,000 in accordance with the scheme of delegation;
- Departmental and curriculum allocations are allocated to specifically meet day to day needs, thus ensuring that significant expenditure remains within the control of senior management. Option appraisal is then the focus before any purchase proceeds;

- By collaborative procurement, both across the seven schools in the EPA but also the Oxfordshire Academies Business Managers Group. Collaborative procurement within the EPA reduced the premium costs for buildings, contents, employer's liability, public liability, motor vehicles and engineering inspection across the six primary schools by £35,096 (50%) compared to the 2014-15 total individual premiums. The EPA was also part of an energy procurement project with the Oxfordshire Academies Business Managers Group. The potential saving across all five schools with gas supply when compared to existing pricing and annual consumption is £15,057, a potential 34.5% reduction, taking full advantage at the historically low cost of gas and secured for 3 years at that low price level. The potential saving across all seven schools with electricity supply when compared to existing pricing and annual consumption is £2,927, which represents a reduction of 5.03%;
- Bartholomew has a fully integrated system for sharing student performance data between all departments, with staff able to see their own cohorts' performance within their department and the performance of their department in comparison with others. The shared data enables pupil progress to be tracked robustly and action taken if a pupil is falling below expected progress. This approach has been successful at Bartholomew and whilst there are a number of different performance level indicators available to the primary schools, a focused approach to attainment issues and responsive action was a key focus in 2016, and the School Improvement Officer now provides a summary of performance and progress for the primary schools three times a year to the EPA Directing Board Standards Committee;
- Innovative staffing arrangements – e.g., staff with specific skills working across more than one academy;
- Shared pupil's events providing children with wider opportunities - sporting competitions, residential adventure weeks, weekend residential visits, educational visits, etc.

### **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 Eynsham Partnership Academy for the period 1 September 2015 to 31 August 2016 and up to the date of approval of the annual report and financial statements.

### **Capacity to Handle Risk**

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2015 to 31 August 2016 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

## The Risk and Control Framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the Finance and 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 specific internal audit function and has decided to continue with Joanna McKenna, Finance Manager at Lord Williams's School, Thame as the independent Peer Review Officer (PRO). She was duly appointed by the Governing Body of Bartholomew School and provides trustees with an independent oversight of that school's financial affairs, processes and procedures. The main duties of the PRO are to provide governors and trustees with independent assurance that:

- financial responsibilities of the Governing Body are being properly discharged at Bartholomew School; resources are being managed in an efficient, economical and effective manner at Bartholomew School
- sound systems of internal financial control are being maintained at Bartholomew School; financial considerations are fully taken into account in reaching decisions at Bartholomew School. The PRO undertakes programme of reviews as directed to ensure that financial transactions have been properly processed and that controls are operating as laid down by the Board of Trustees. A report of the findings from each visit are presented to the Bartholomew School Strategic Resources & Financial Management Committee and to the Eynsham Partnership Academy Audit Committee.

The academy trust can confirm that the PRO has delivered their schedule of work as planned and that there have been no material control issues arising requiring remedial action.

The Chief Financial Officer, who has had significant experience of previously providing PRO support to thirteen external academy trusts, will be undertaking half-yearly internal risk reviews for each of the six primary schools in the Eynsham Partnership Academy in 2016-17, focusing upon the systems of internal control at each school. A report of the findings from each visit will be presented to the school and to the Eynsham Partnership Academy Audit Committee.

## Review of Effectiveness

As accounting officer the Chief Executive Officer 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 internal auditor;
- the work of the external auditor;
- the financial management and governance self-assessment process;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the board of trustees on 13 December 2016 and signed on its behalf by:



Michael Ryan  
Trustee



Andrew Hamilton  
Accounting Officer

## Eynsham Partnership Academy

### Statement on Regularity, Propriety and Compliance

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As accounting officer of Eynsham Partnership Academy I have considered my responsibility to notify the academy trust board of trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2015.

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 2015.

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



Andrew Hamilton  
Accounting Officer

13 December 2016

## Eynsham Partnership Academy

### Statement of Trustees' Responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2015 to 2016;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards [FRS 102] 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 EFA/DfE have been applied for the purposes intended.

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

Approved by order of the members of the board of trustees on 13 December 2016 and signed on its behalf by:



**Michael Ryan**  
Trustee

## **Eynsham Partnership Academy**

### **Independent Auditor's Report to the members of Eynsham Partnership Academy**

We have audited the financial statements of Eynsham Partnership Academy for the year ended 31 August 2016 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Academies Accounts Direction 2015 to 2016 issued by the EFA.

This report is made solely to the 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 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

#### **Respective responsibilities of trustees and auditor**

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

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

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

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the academy's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

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

In our opinion the financial statements:

- give a true and fair view of the state of the academy trust's affairs as at 31 August 2016 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 properly prepared in accordance with the EFA's Academies Accounts Direction 2015 to 2016.

## Eynsham Partnership Academy

### Independent Auditor's Report to the members of Eynsham Partnership Academy (continued)

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

In our opinion the information given in the Trustees' Annual Report (which includes the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements.

#### Matters on which we are required to report by exception

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

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



Robert Kirtland (Senior statutory auditor)  
For and on behalf of Critchleys LLP  
Statutory Auditor  
Oxford

Date: 15/12/16.

## **Eynsham Partnership Academy**

### **Independent Reporting Accountant's Assurance Report on Regularity to Eynsham Partnership Academy and the Education Funding Agency**

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In accordance with the terms of our engagement letter dated 18 October 2016 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2015 to 2016, we have carried out an engagement to obtain limited assurance about whether, the expenditure disbursed and income received by Eynsham Partnership Academy during the period 1 September 2015 to 31 August 2016 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to the Board of Trustees and the EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Eynsham Partnership Academy and the EFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Eynsham Partnership Academy and the EFA, for our review work, for this report, or for the conclusion we have formed.

#### **Respective responsibilities of Eynsham Partnership Academy's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Eynsham Partnership Academy's funding agreement with the Secretary of State for Education dated 23 April 2014 and the Academies Financial Handbook, extant from 1 September 2015, 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 2015 to 2016. 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 2015 to 31 August 2016 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 2015 to 2016 issued by the EFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

## Eynsham Partnership Academy

### Independent Reporting Accountant's Assurance Report on Regularity to Eynsham Partnership Academy and the Education Funding Agency (continued)

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The work undertaken to draw to our conclusion includes:

1. Reviewing of minutes of meetings of the Board of Trustees and obtaining representations concerning access to information, disclosure and provision of information
2. Evaluation of the general control environment of the academy trust, extending the procedures required for financial statements to include regularity
3. Assessment and testing of a sample of the specific control activities over regularity of a particular activity.
4. Carrying out substantive testing to cover authorisation of expenditure within internal delegated authorities and externally imposed limits.
5. Consideration of whether activities carried out are within the charitable objects.

#### 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 2015 to 31 August 2016 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Critchleys LLP  
Reporting Accountant  
Oxford  
Date: 15/12/16.

Eynsham Partnership Academy  
Statement of Financial Activities  
For the year ended 31 August 2016  
(including Income and Expenditure Account)

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2016 £	Total 2015 £
<b>Income and endowments from:</b>						
Donations and capital grants	2	42,704	-	1,048,915	1,091,619	2,309,676
Charitable activities						
Funding for the academy trust's educational operations	3	-	10,005,071	-	10,005,071	9,766,459
Other income for educational operations	4	821,428	-	-	821,428	706,492
Other trading activities	5	35,578	-	-	35,578	49,382
Investments	6	8,211	-	-	8,211	7,514
<b>Total</b>		<b>907,921</b>	<b>10,005,071</b>	<b>1,048,915</b>	<b>11,961,907</b>	<b>12,839,523</b>
<b>Expenditure on:</b>						
Charitable activities:						
Academy trust educational operations	8	892,190	9,617,904	999,154	11,509,248	11,319,841
<b>Total</b>		<b>892,190</b>	<b>9,617,904</b>	<b>999,154</b>	<b>11,509,248</b>	<b>11,319,841</b>
<b>Net income / (expenditure) before transfers</b>		<b>15,731</b>	<b>387,167</b>	<b>49,761</b>	<b>452,659</b>	<b>1,519,682</b>
<b>Transfers between funds</b>	18	-	8,576	(8,576)	-	-
<b>Net income / (expenditure) for the period</b>		<b>15,731</b>	<b>395,743</b>	<b>41,185</b>	<b>452,659</b>	<b>1,519,682</b>
<b>Other recognised gains / (losses):</b>						
Actuarial (losses) / gains on defined benefit pension schemes	19,28	-	(1,937,000)	-	(1,937,000)	96,000
<b>Net movement in funds</b>		<b>15,731</b>	<b>(1,541,257)</b>	<b>41,185</b>	<b>(1,484,341)</b>	<b>1,615,682</b>
<b>Reconciliation of Funds</b>						
Funds brought forward at 1 September 2015		941,933	(1,214,433)	18,032,993	17,760,493	16,144,811
<b>Funds carried forward at 31 August 2016</b>		<b>957,664</b>	<b>(2,755,690)</b>	<b>18,074,178</b>	<b>16,276,152</b>	<b>17,760,493</b>

All of the Academy's activities derive from continuing operations.

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

Eynsham Partnership Academy  
Balance sheet  
As at 31 August 2016

Company number:  
07939655

	Notes	2016 £	2016 £	2015 £	2015 £
<b>Fixed assets</b>					
Intangible assets	13		11,176		-
Tangible assets	14		17,247,339		17,612,606
<b>Current assets</b>					
Stock	15	10,772		26,391	
Debtors	16	678,593		1,087,310	
Cash at bank and in hand		3,507,447		3,866,548	
		<u>4,196,812</u>		<u>4,980,249</u>	
<b>Liabilities</b>					
Creditors: Amounts falling due within one year	17	(834,175)		(2,398,362)	
<b>Net current assets</b>			<u>3,362,637</u>		<u>2,581,887</u>
<b>Total assets less current liabilities</b>			<u>20,621,152</u>		<u>20,194,493</u>
<b>Net assets excluding pension liability</b>			<u>20,621,152</u>		<u>20,194,493</u>
Defined benefit pension scheme liability	28		(4,345,000)		(2,434,000)
<b>Total net assets</b>			<u>16,276,152</u>		<u>17,760,493</u>
<b>Funds of the academy trust:</b>					
Restricted fixed asset funds	18		18,074,178		18,032,993
Restricted general funds					
Restricted funds excluding pension liability	18	1,589,310		1,219,567	
Pension reserve	18	(4,345,000)		(2,434,000)	
			(2,755,690)		(1,214,433)
<b>Total restricted funds</b>			<u>15,318,488</u>		<u>16,818,560</u>
Unrestricted funds	18		957,664		941,933
<b>Total funds</b>			<u>16,276,152</u>		<u>17,760,493</u>

The financial statements on pages 39 to 64 were approved by the trustees and authorised for issue on 13 December 2016 and are signed on their behalf by



Michael Ryan  
Trustee

Eynsham Partnership Academy  
Statement of Cash Flows  
For the year ended 31 August 2016

	Notes	2016 £	2015 £
<b>Cash flows from operating activities</b>			
Net cash provided by (used in) operating activities	22	(773,504)	816,135
<b>Cash flows from investing activities</b>	24	414,403	821,451
<b>Cash flows from financing activities</b>	23	-	-
<b>Change in cash and cash equivalents in the reporting period</b>		<u>(359,101)</u>	<u>1,637,586</u>
<b>Reconciliation of net cash flow to movement in net funds</b>			
Cash and cash equivalents at 1 September 2015		3,866,548	2,228,962
Cash and cash equivalents at 31 August 2016	25	<u>3,507,447</u>	<u>3,866,548</u>

All of the cash flows are derived from continuing operations.

## 1 Statement of 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.

### Basis of Preparation

The financial statements 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 UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2015 to 2016 issued by EFA, the Charities Act 2011 and the Companies Act 2006.

Eynsham Partnership Academy meets the definition of a public benefit entity under FRS 102.

### First time adoption of FRS 102

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

Some of the FRS 102 recognition, measurement, presentation and disclosure requirements and accounting policy choices differ from previous UK GAAP. Consequently, the trustees have amended certain accounting policies to comply with FRS 102 and SORP 2015.

Reconciliations to previous UK GAAP for the comparative figures are included in note 31.

### Going Concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the 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 financial statements.

## 1 Statement of Accounting Policies (continued)

### 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 year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

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

#### 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 goods, facilities and services

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

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

## 1 Statement of Accounting Policies (continued)

### Expenditure

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

#### Expenditure on Raising Funds

This includes all expenditure incurred by the 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.

All resources expended are inclusive of irrecoverable VAT.

### Intangible Fixed Assets

Intangible assets costing £2,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment. Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Purchased computer software	10 years
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### Tangible Fixed Assets

Assets costing £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

The property transferred on conversion has been valued on a depreciated replacement cost basis which is not representative of market value (see note 14 for further details).

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

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

Leasehold buildings	25 years
Fixtures, fittings and equipment	5 years
ICT equipment	3 years
Motor Vehicles	5 years

## **1 Statement of Accounting Policies (continued)**

### **Tangible Fixed Assets (continued)**

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

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

### **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 the 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.

### **Provisions**

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

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

### **Leased Assets**

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

### **Stock**

Any significant uniform, reprographics and catering stocks are valued at the lower of cost or net realisable value.

### **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 part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

## 1 Statement of Accounting Policies (continued)

### 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.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 28, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

### 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 funders where the asset acquired or created is held for a specific purpose.

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

## 1 Statement of Accounting Policies (continued)

### Critical accounting estimates and areas of judgement

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

#### *Critical accounting estimates and assumptions*

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 28, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2013 has been used by the actuary in valuing the pensions liability at 31 August 2016. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### *Critical areas of judgement*

The academy trust participates in the Teacher's Pension Scheme (TPS) for qualifying employees. Under the definitions set out in FRS 102, this is a multi-employer pension scheme. There is insufficient information about the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets in the financial statements and therefore the plan is accounted for as a defined contribution scheme (see note 28.)

### Agency Arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from EFA. Payments received from EFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The funds received and paid and any balances held are disclosed in note 30.

## 2 Donations and capital grants

	Unrestricted Funds £	Restricted Funds £	Total 2016 £	Total 2015 £
<b>DfE/EFA capital grants</b>				
Devolved formula capital grant	-	60,235	60,235	58,661
EFA capital project funding - ACMF/CIF	-	988,680	988,680	197,580
<b>Other Government grants</b>				
Local authority capital funding	-	-	-	2,013,798
	-	1,048,915	1,048,915	2,270,039
<b>Other donations</b>				
	42,704	-	42,704	39,637
	<u>42,704</u>	<u>1,048,915</u>	<u>1,091,619</u>	<u>2,309,676</u>

The income from donations and capital grants was £1,091,619 (2015: £2,309,676) of which £42,704 was unrestricted (2015: £39,637), £Nil restricted (2015: £Nil) and £1,048,915 restricted fixed assets (2015: £2,270,039).

## 3 Funding for Academy's educational operations

	Unrestricted Funds £	Restricted Funds £	Total 2016 £	Total 2015 £
<b>DfE/EFA revenue grants</b>				
General Annual Grant (GAG)	-	9,190,127	9,190,127	8,816,646
Pupil Premium	-	276,853	276,853	287,114
Other EFA grants	-	309,383	309,383	413,271
Other DfE grants	-	72,500	72,500	-
	-	9,848,863	9,848,863	9,517,031
<b>Other Government grants</b>				
Early Years funding	-	95,041	95,041	138,755
Local authority revenue funding	-	61,167	61,167	110,673
	-	156,208	156,208	249,428
	-	10,005,071	10,005,071	9,766,459

The funding for the academy's educational operations was £10,005,071 (2015: £9,766,459) of which £Nil was unrestricted (2015: £Nil), £10,005,071 restricted (2015: £9,766,459) and £Nil restricted fixed assets (2015: £Nil).

**4 Other income for educational operations**

	Unrestricted Funds £	Restricted Funds £	Total 2016 £	Total 2015 £
Contributions to salaries	82,252	-	82,252	76,537
Trip and activity income	213,546	-	213,546	198,430
Uniform sales	185	-	185	10,348
Catering income	325,067	-	325,067	309,140
Other income	200,378	-	200,378	112,037
	<u>821,428</u>	<u>-</u>	<u>821,428</u>	<u>706,492</u>

The other income for educational operations was £821,428 (2015: £706,492) of which £821,428 was unrestricted (2015: £706,492), £Nil restricted (2015: £Nil) and £Nil restricted fixed assets (2015: £Nil).

**5 Other trading activities**

	Unrestricted Funds £	Restricted Funds £	Total 2016 £	Total 2015 £
Hire of facilities/other lettings	12,520	-	12,520	15,915
Other income	23,058	-	23,058	33,467
	<u>35,578</u>	<u>-</u>	<u>35,578</u>	<u>49,382</u>

The other trading activities income was £35,578 (2015: £49,382) of which £35,578 was unrestricted (2015: £49,382), £Nil restricted (2015: £Nil) and £Nil restricted fixed assets (2015: £Nil).

**6 Investment Income**

	Unrestricted Funds £	Restricted Funds £	Total 2016 £	Total 2015 £
Short term deposits	8,211	-	8,211	7,105
Other	-	-	-	409
	<u>8,211</u>	<u>-</u>	<u>8,211</u>	<u>7,514</u>

The investment income was £8,211 (2015: £7,514) of which £8,211 was unrestricted (2015: £7,514), £Nil restricted (2015: £Nil) and £Nil restricted fixed assets (2015: £Nil).

## 7 Expenditure

	Staff Costs £	Non Pay Premises Costs £	Expenditure Other Costs £	Total 2016 £	Total 2015 £
<b>Academy's educational operations</b>					
Direct costs (note 8)	7,116,764	-	893,268	8,010,032	7,686,838
Allocated support costs (note 8)	1,141,532	572,447	1,785,237	3,499,216	3,633,003
	<u>8,258,296</u>	<u>572,447</u>	<u>2,678,505</u>	<u>11,509,248</u>	<u>11,319,841</u>
	<b>8,258,296</b>	<b>572,447</b>	<b>2,678,505</b>	<b>11,509,248</b>	<b>11,319,841</b>

The expenditure on academy's educational operations was £11,509,248 (2015: £11,319,841) of which £892,190 was unrestricted (2015: £779,596), £9,617,904 restricted (2015: £9,630,628) and £999,154 restricted fixed assets (2015: £909,617).

### Net income/(expenditure) for the period includes:

	2016 £	2015 £
Operating lease rentals	12,865	13,417
Depreciation	996,387	909,617
Amortisation of intangible fixed assets	427	-
Fees payable to auditor for:		
Audit	13,375	13,925
Other services	<u>6,900</u>	<u>8,315</u>

## 8 Charitable activities

	Total 2016 £	Total 2015 £
Direct costs - educational operations	8,010,032	7,686,838
Support costs - educational operations	<u>3,499,216</u>	<u>3,633,003</u>
	<b>11,509,248</b>	<b>11,319,841</b>

### Analysis of support costs

	Educational operations £	Total 2016 £	Total 2015 £
Support staff costs	1,167,532	1,167,532	1,073,316
Depreciation and amortisation	996,814	996,814	909,617
Technology costs	80,924	80,924	106,052
Premises costs	572,447	572,447	693,155
Other support costs	675,682	675,682	564,163
Governance costs	31,817	31,817	32,700
Other pension costs	153,000	153,000	152,000
Other finance costs (FRS102 pension)	(179,000)	(179,000)	102,000
<b>Total support costs</b>	<b>3,499,216</b>	<b>3,499,216</b>	<b>3,633,003</b>

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**9 Staff Costs**

	2016 £	2015 £
<b>Staff costs during the period were:</b>		
Wages and salaries	6,656,428	6,452,134
Social security costs	498,721	421,020
Operating costs of defined benefit pension schemes		
Employer contributions to pension schemes	1,072,329	929,122
FRS102 - other pension and finance costs	(26,000)	254,000
	<u>8,201,478</u>	<u>8,056,276</u>
Agency supply staff costs	56,818	49,107
Agency support staff costs	-	100
Staff restructuring costs	-	24,670
	<u><u>8,258,296</u></u>	<u><u>8,130,153</u></u>
 Staff restructuring costs comprise:		
Severance payments	-	24,670
Other restructuring costs	-	-
	<u>-</u>	<u>24,670</u>

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £nil (2015: £24,670).

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

	2016 No.	2015 No.
Teachers	136	135
Administration and support	184	180
Management	17	17
	<u><u>337</u></u>	<u><u>332</u></u>

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

	2016 No.	2015 No.
£60,001 - £70,000	3	1
£70,001 - £80,000	1	-
£120,001 - £130,000	1	-
£130,001 - £140,000	-	1

The key management personnel of the academy trust comprise the trustees and the Chief Operating Officer. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £352,712 (2015: £209,517).

## 10 Central services

The academy trust has made charges to its academy schools for central services to cover the following services:

Chief Executive Officer (3 days per week)  
Chief Operating Officer (5 days per week)  
School Improvement Officer (2 days per week)  
HR Consultant (1 day per week)  
Central finance support for payroll HR and monthly payroll reconciliations  
Central finance support for weekly main bank account reconciliations, monthly VAT returns, BACS payments to suppliers and helpline support re accounting transaction queries  
Company Secretary (3 days per week)

Central finance support was funded by the Education Service Grant received by each of the seven academies in the Eynsham Partnership Academy in 2015-16, with the exception of Bartholomew School where the ESG for sixth-form students was retained to support 16-19 pupil expenditure. Costs of the new accounting system and OCC insurance reclaim have created the overspend in 2015-16. A 5% levy on GAG funding was introduced from 1 September 2016 and an in-year surplus is now projected annually. In the interim period governors at Bartholomew School have agreed to cover the overspend internally.

The actual amounts charged during the period were as follows:

	2016 £	2015 £
Bartholomew	123,568	104,770
Stanton Harcourt CE	9,436	12,810
Eynsham Community	39,747	52,500
St Peter's CE	8,718	12,320
Hanborough Manor	19,326	26,460
Standlake CE	12,487	17,713
Freeland CE	14,854	21,000
	<u>228,136</u>	<u>247,573</u>

## 11 Related Party Transactions - Trustees' remuneration and expenses

One or more trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The chief executive officer and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of chief executive officer and staff members under their contracts of employment.

	2016 £	2015 £
A Hamilton, CEO and Trustee		
Remuneration	£125k-£130k	£130k-£135k
Employer's pension contributions paid	£20k-£25k	£15k-£20k
K MacKenzie - Deputy CEO and Trustee (up to 18 January 2016)		
Remuneration	£20k-£25k	£55k-£60k
Employer's pension contributions paid	£0k-£5k	£5k-£10k
J Bird - Staff Trustee		
Remuneration	£15k-£20k	£15k-£20k
Employer's pension contributions paid	£0k-£5k	£0k-£5k
S Kerswell - Staff Trustee		
Remuneration	£15k-£20k	-
Employer's pension contributions paid	£0k-£5k	-

No expenses were reimbursed to Trustees in connection with their role as Trustees (2015: £Nil).  
There were no other related party transactions involving trustees (note 29).

## 12 Trustees and officers insurance

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £1m (2015: £5m) on any one claim and the cost for the period ended 31 August 2016 was £2,600 (2015: £2,600).

The cost of this insurance is included in the total insurance cost.

## 13 Intangible fixed assets

	Computer Software £	Total £
<b>Cost</b>		
As at 1 September 2015	-	-
Additions	11,603	11,603
As at 31 August 2016	11,603	11,603
<b>Amortisation</b>		
As at 1 September 2015	-	-
Charged in period	427	427
As at 31 August 2016	427	427
<b>Carrying amount</b>		
As at 31 August 2016	11,176	11,176
As at 1 September 2015	-	-

#### 14 Tangible fixed assets

	Leasehold buildings £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
<b>Cost</b>					
As at 1 September 2015	19,534,643	573,435	422,147	25,000	20,555,225
Additions	477,415	51,175	77,260	25,270	631,120
As at 31 August 2016	20,012,058	624,610	499,407	50,270	21,186,345
<b>Depreciation</b>					
As at 1 September 2015	2,333,729	292,167	291,723	25,000	2,942,619
Charges in period	797,958	120,414	73,376	4,639	996,387
As at 31 August 2016	3,131,687	412,581	365,099	29,639	3,939,006
<b>Net book values</b>					
As at 31 August 2016	16,880,371	212,029	134,308	20,631	17,247,339
As at 1 September 2015	17,200,914	281,268	130,424	-	17,612,606

The Academy Trust entered into a 125 year lease over the land and buildings at Bartholomew School and Eynsham Community School. The freehold of the properties is owned by the Local Authority. Leasehold buildings have been valued on an estimated depreciated replacement cost basis. In calculating this valuation, the Board of Directors have referred to insurance declared values of the building and adjusted for estimated depreciation reflecting age and obsolescence at the date of conversion.

The Academy Trust also entered into Supplemental Agreements with Church land trustees for the use of land and buildings at the Church of England primary schools. The Academy Trust has permission to use the land and buildings for an indefinite period, subject to a 2 year termination notice period. An estimated depreciated replacement cost value of the buildings (valued as above) has been recognised on the balance sheet on the basis that the Academy Trust has the economic benefit arising from their use.

Due to restrictions in the leases on the use of leasehold land, the Trustees consider that the land has no value and as such land is included in the financial statements at nil value.

Leasehold building additions represent capital works to existing sites.

#### 15 Stock

	2016 £	2015 £
Uniform	2,435	18,387
Reprographics	5,682	4,677
Catering	2,655	3,327
	<u>10,772</u>	<u>26,391</u>

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**16 Debtors**

	2016 £	2015 £
Trade debtors	14,805	-
VAT recoverable	110,557	229,204
Prepayments and accrued income	538,939	163,426
Other debtors	14,292	694,680
	<u>678,593</u>	<u>1,087,310</u>

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

	2016 £	2015 £
Trade creditors	311,348	1,234,339
Other taxation and social security	150,500	271,260
Other creditors	145,257	127,233
EFA creditor: SEN LACSEG adjustment	-	26,275
Accruals and deferred income	227,070	739,255
	<u>834,175</u>	<u>2,398,362</u>

**Deferred income**

	2016 £	2015 £
Deferred income at 1 September	175,011	2,910
Released from previous years	(175,011)	(2,910)
Resources deferred in the period	152,784	175,011
Deferred income at 31 August	<u>152,784</u>	<u>175,011</u>

Deferred income represents funding received specifically for next financial year, together with trips and activities income received in advance.

18 Funds

	Balance at 1 Sept 2015 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2016 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	1,205,653	9,190,127	(8,836,346)	8,576	1,568,010
Pupil Premium funding	-	276,853	(276,853)	-	-
Other DfE funding	13,914	381,883	(374,497)	-	21,300
Local authority revenue funding	-	156,208	(156,208)	-	-
Pension reserve	(2,434,000)	-	26,000	(1,937,000)	(4,345,000)
	<u>(1,214,433)</u>	<u>10,005,071</u>	<u>(9,617,904)</u>	<u>(1,928,424)</u>	<u>(2,755,690)</u>
<b>Restricted fixed asset funds</b>					
Academies Capital Maintenance fund	2,738	-	-	(2,738)	-
Condition Improvement funding	43,584	988,680	-	(305,711)	726,553
Devolved formula capital	68,318	60,235	(2,340)	(126,213)	-
LA capital funding: Bartholomew project	21,762	-	-	(21,762)	-
Capital funds transferred on conversion	283,985	-	-	(194,875)	89,110
Intangible fixed asset fund (note 13)	-	-	(427)	11,603	11,176
Fixed asset fund (note 14)	17,612,606	-	(996,387)	631,120	17,247,339
	<u>18,032,993</u>	<u>1,048,915</u>	<u>(999,154)</u>	<u>(8,576)</u>	<u>18,074,178</u>
<b>Total restricted funds</b>	<u>16,818,560</u>	<u>11,053,986</u>	<u>(10,617,058)</u>	<u>(1,937,000)</u>	<u>15,318,488</u>
<b>Unrestricted funds</b>					
Unrestricted funds	941,933	907,921	(892,190)	-	957,664
<b>Total unrestricted funds</b>	<u>941,933</u>	<u>907,921</u>	<u>(892,190)</u>	<u>-</u>	<u>957,664</u>
<b>Total funds</b>	<u>17,760,493</u>	<u>11,961,907</u>	<u>(11,509,248)</u>	<u>(1,937,000)</u>	<u>16,276,152</u>

The General Annual Grant (GAG) represents funding received from the Education Funding Agency during the period in order to fund the continuing activities of the school. Under the funding agreement with the Secretary of State, the academy trust was not subject to limits on the amount of GAG that it could carry forward at 31 August 2016.

Local authority revenue funding represents grant income to be used in the provision of education.

Other income represents amounts given to the academy through donations for specific purposes.

The pension reserve fund has been created to identify separately the pension deficit inherited from the Local Authority upon conversion to academy status, and through which all the pension scheme movements are recognised.

All general funds are held for the purposes of education in line with the Academy Trust's objectives.

The restricted fixed asset fund has been set up to recognise the tangible assets transferred to the Academy Trust on conversion and purchased by the Academy Trust following conversion.

## 18 Funds (continued)

### Total funds analysis by academy

Fund balances at 31 August 2016 were allocated as follows:

	2016 £	2015 £
<b>Revenue reserves</b>		
Bartholomew	2,252,936	1,896,436
Eynsham Community	69,827	52,366
Freeland CE	67,622	70,850
Hanborough Manor	90,054	87,170
Standlake CE	70,977	16,895
Stanton Harcourt CE	26,581	2,613
St Peter's CE	5,689	8,706
Central	(36,712)	26,464
<b>Total before fixed assets, capital and pension reserves</b>	<b>2,546,974</b>	<b>2,161,500</b>
<b>Capital reserves</b>		
Bartholomew	89,110	300,686
Eynsham Community	401,606	11,036
Freeland CE	160,858	15,018
Hanborough Manor	-	1,134
Standlake CE	-	5,489
Stanton Harcourt CE	8,965	76,280
St Peter's CE	155,124	10,744
<b>Fixed asset fund (representing net book value of fixed assets - note 13 and 14)</b>	<b>17,258,515</b>	<b>17,612,606</b>
<b>Pension reserve</b>	<b>(4,345,000)</b>	<b>(2,434,000)</b>
<b>Total funds</b>	<b>16,276,152</b>	<b>17,760,493</b>

The deficit on the central function was planned and has been caused by the reduction in the Education Services Grant since conversion and costs associated with a change in the accounting system. In future years the central function will be funded via a 5% levy on the General Annual Grant funding.

### Total cost analysis by academy

Expenditure incurred by each academy during the year was as follows:

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies (including all non staff direct costs) £	Other costs (excluding depreciation and FRS17 pension costs) £	Total £
Bartholomew	3,775,589	667,739	743,503	409,056	5,595,887
Stanton Harcourt CE	367,104	36,462	60,786	67,405	531,757
Eynsham Community	1,143,675	186,340	96,999	166,216	1,593,230
St Peter's CE	334,393	56,641	58,832	60,047	509,913
Hanborough Manor	571,724	51,067	104,420	98,778	825,989
Standlake CE	385,317	47,223	64,803	60,059	557,402
Freeland CE	419,224	35,027	98,484	76,736	629,471
Central	119,738	87,033	42,052	45,962	294,785
	<b>7,116,764</b>	<b>1,167,532</b>	<b>1,269,879</b>	<b>984,259</b>	<b>10,538,434</b>
				Depreciation and amortisation	996,814
				Other finance costs and pension costs	(26,000)
				<b>Note 7</b>	<b>11,509,248</b>

## 19 Analysis of net assets between funds

Fund balances at 31 August 2016 are represented by:

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Intangible fixed assets	-	-	11,176	11,176
Tangible fixed assets	-	-	17,247,339	17,247,339
Current assets	957,664	2,416,979	822,169	4,196,812
Current liabilities	-	(827,669)	(6,506)	(834,175)
Pension Scheme liability	-	(4,345,000)	-	(4,345,000)
<b>Total net assets</b>	<b>957,664</b>	<b>(2,755,690)</b>	<b>18,074,178</b>	<b>16,276,152</b>

## 20 Capital commitments

	2016 £	2015 £
Contracted for, but not provided in the financial statements	<u>1,362,050</u>	<u>71,592</u>

## 21 Commitments under operating leases

### Operating leases

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

	2016 £	2015 £
Amounts due within one year	7,278	12,866
Amounts due between one and five years	4,088	11,620
	<u>11,366</u>	<u>24,486</u>

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

	2016 £	2015 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	452,659	1,519,682
Adjusted for:		
Amortisation (note 13)	427	-
Depreciation (note 14)	996,387	909,617
Capital grants from DfE and other capital income	(1,048,915)	(256,241)
Other capital income	-	(2,013,798)
Interest receivable (note 6)	(8,211)	(7,514)
Defined benefit pension scheme cost less contributions payable (note 28)	153,000	152,000
Defined benefit pension scheme finance cost (note 28)	(179,000)	102,000
(Increase)/decrease in stocks	15,619	5,050
(Increase)/decrease in debtors	408,717	199,410
Increase/(decrease) in creditors	(1,564,187)	205,929
<b>Net cash (used in)/provided by operating activities</b>	<b>(773,504)</b>	<b>816,135</b>

## 23 Cash flows from financing activities

	2016 £	2015 £
Repayments of borrowing	-	-
Cash inflows from new borrowing	-	-
<b>Net cash used in financing activities</b>	<b>-</b>	<b>-</b>

## 24 Cash flows from investing activities

	2016 £	2015 £
Dividends, interest and rents from investments	8,211	7,514
Purchase of intangible fixed assets	(11,603)	-
Purchase of tangible fixed assets	(631,120)	(786,102)
Capital grants from DfE/EFA	1,048,915	256,241
Capital funding received from sponsors and others	-	1,343,798
<b>Net cash provided by investing activities</b>	<b>414,403</b>	<b>821,451</b>

## 25 Analysis of cash and cash equivalents

	At Sept 2015 £	Cash flows £	At 31 August 2016 £
Cash at bank and in hand	3,866,548	(359,101)	3,507,447
	<b>3,866,548</b>	<b>(359,101)</b>	<b>3,507,447</b>

## 26 Contingent liabilities

There are no contingent liabilities that require disclosure.

## 27 Members liability

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

## 28 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 Oxfordshire County Council. Both are multi-employer defined-benefit schemes.

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

Contributions amounting to £133,471 were payable to the schemes at 31 August 2016 (2015: £121,145) 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 Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

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

#### Valuation of the Teachers' Pension Scheme

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

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

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

The pension costs paid to TPS in the period amounted to £743,993 (2015: £634,676).

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

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

## 28 Pension and similar obligations (continued)

### Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2016 was £408,000 (2015: £392,000), of which employer's contributions totalled £310,000 (2015: £297,000) and employees' contributions totalled £98,000 (2015: £95,000). In addition, employer top-up contributions of £26,000 are due for the year ended 31 March 2017 (2016: £25,000). The next full triennial valuation will be carried out as at 31 March 2016 with new contribution rates set from 1 April 2017.

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

### Principal Actuarial Assumptions

	At 31 August 2016	At 31 August 2015
Rate of increase in salaries	4.10%	4.40%
Rate of increase for pensions in payment / inflation	2.30%	2.60%
Discount rate for scheme liabilities	2.20%	4.00%
Inflation assumption (CPI)	2.30%	2.60%
Commutation of pensions to lump sums	50.00%	50.00%

The following table sets out the impact of a small change in the discount rates on the defined benefit obligation and projected service cost along with a +/- 1 year age rating adjustment to the mortality assumption.

Sensitivity Analysis	£'000	£'000	£'000
Adjustment to discount rate	+0.1%	0.0%	-0.1%
Present value of total obligation	7,252	7,402	7,555
Projected service cost	639	652	665
Adjustment to long term salary increase	+0.1%	0.0%	-0.1%
Present value of total obligation	7,421	7,402	7,383
Projected service cost	652	652	652
Adjustment to pension increases and deferred revaluation	+0.1%	0.0%	-0.1%
Present value of total obligation	7,536	7,402	7,271
Projected service cost	665	652	639
Adjustment to life expectancy assumptions	+1 year	None	-1 year
Present value of total obligation	7,596	7,402	7,213
Projected service cost	669	652	636

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

	At 31 August 2016	At 31 August 2015
<i>Retiring today</i>		
Males	23.3	23.3
Females	25.8	25.7
<i>Retiring in 20 years</i>		
Males	25.6	25.5
Females	28.1	28.0

## 28 Pension and similar obligations (continued)

### Local Government Pension Scheme (continued)

The academy trust's share of the assets and liabilities in the scheme were:

	Fair value at 31 August 2016 £	Fair value at 31 August 2015 £
Equities	2,000,000	1,525,000
Gilts	386,000	284,000
Other bonds	109,000	80,000
Property	219,000	159,000
Cash	107,000	74,000
LLPs	111,000	81,000
Diversified growth fund	125,000	106,000
<b>Total market value of assets</b>	<b>3,057,000</b>	<b>2,309,000</b>
Present value of scheme liabilities		
- Funded	(7,402,000)	(4,743,000)
<b>Surplus/(deficit) in the scheme</b>	<b>(4,345,000)</b>	<b>(2,434,000)</b>

The actual return on scheme assets was £372,000 (2015: £70,000).

### Amounts recognised in the statement of financial activities

	2016 £	2015 £
Current service cost (net of employee contributions)	463,000	449,000
Net interest cost	91,000	92,000
Administration expenses	(2,000)	(2,000)
Total operating charge	<b>552,000</b>	<b>539,000</b>

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

	2016 £	2015 £
<b>At 1 September</b>	<b>4,743,000</b>	<b>4,161,000</b>
Current service cost	463,000	449,000
Interest cost	191,000	172,000
Employee contributions	98,000	95,000
Change in financial assumptions	1,937,000	(96,000)
Benefits paid	(30,000)	(38,000)
<b>At 31 August</b>	<b>7,402,000</b>	<b>4,743,000</b>

## 28 Pension and similar obligations (continued)

### Local Government Pension Scheme (continued)

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

	2016 £	2015 £
At 1 September	2,309,000	1,885,000
Interest income	100,000	80,000
Return on plan assets (excluding net interest on the net defined pension liability)	272,000	(8,000)
Actuarial gain/(loss)	-	-
Employer contributions	310,000	297,000
Employee contributions	98,000	95,000
Benefits paid	(30,000)	(38,000)
Administration expenses	(2,000)	(2,000)
At 31 August	<u>3,057,000</u>	<u>2,309,000</u>

Reconciliation of opening and closing deficit				
	2016		2015	
	£	£	£	£
Pension deficit at 1 September		(2,434,000)		(2,276,000)
Current service cost	(463,000)		(449,000)	
Employer contributions	<u>310,000</u>		<u>297,000</u>	
Additional pension cost		(153,000)		(152,000)
Other finance costs		179,000		(102,000)
Actuarial losses		(1,937,000)		96,000
Pension deficit at 31 August		<u>(4,345,000)</u>		<u>(2,434,000)</u>

## 29 Related party transactions

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the trust's financial regulations and normal procurement procedures.

No related party transactions took place in the period of account, other than certain trustee's remuneration and expenses already disclosed in note 11.

## 30 Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for EFA. In the accounting year ending 31 August 2016 the trust received £8,257 (2015: £8,090) and disbursed £8,686 (2015: £7,845) from the fund. An amount of £5,762 (2015: £6,191) is included in other creditors relating to undistributed funds that are repayable to EFA.

### 31 Explanation of transition to FRS 102

It is the first year that the Academy Trust has presented its financial statements under SORP 2015 and FRS 102. The following disclosures are required in the year of transition. The last financial statements prepared under UK GAAP were for the year ended 31 August 2015 and the date of transition to FRS 102 and SORP 2015 was therefore 1 September 2014. As a consequence of adopting FRS 102 and SORP 2015, a number of accounting policies have changed to comply with those standards.

Reconciliations and descriptions of the effect of the transition to FRS 102 and SORP 2015 on total funds and net income/(expenditure) for the comparative period reported under previous UK GAAP and SORP 2005 are given below:

#### Reconciliation of total funds

	Notes	1 September 2014 £	31 August 2015 £
Total funds under previous UK GAAP		16,144,811	17,760,493
Total funds reported under FRS 102		<u>16,144,811</u>	<u>17,760,493</u>

#### Reconciliation of net income/(expenditure)

	Notes	31 August 2015 £
Net income/(expenditure) previously reported under UK GAAP		1,570,682
Change in recognition of LGPS interest cost	A	<u>(51,000)</u>
Net movement in funds reported under FRS 102		<u>1,519,682</u>

#### A - Change in recognition of LGPS interest cost

Under previous UK GAAP the trust recognised an expected return on defined benefit plan assets in income/expense. Under FRS 102 a net interest expense, based on the net defined benefit liability, is recognised in income/expense. There has been no change in the defined benefit liability at either 1 September 2014 or 31 August 2015. The effect of the change has been to reduce the debit to expense by £51,000 and increase the credit in other recognised gains and losses in the SoFA by an equivalent amount.