Registered number: 08008193

ONE IN A MILLION FREE SCHOOL

(A company limited by guarantee)

GOVERNORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2018

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ONE IN A MILLION FREE SCHOOL
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 AUGUST 2018

Members

Mark Hughes
Wayne Jacobs
One In A Million (Sports) Trustees consisting of Mark Pilling, Andrew Bowerman, Alan Wintersgill, Simone Briggs, Richard White, Michael Spratt and Christian Allsworth.

Governors

Mark Hughes, Chair
Mark Pilling, Vice Chair (resigned 3 October 2018)
Rachel Jacobs, Vice Chair
Nicholas Aldridge
Chris Schofield
David Baldwin
Susan Daniells, Staff Governor
Sharron Mikkelsen, Parent Governor
Stephen Hawthorn-Emmett, Parent Governor
Robert Moon
Philip Grant, Ex officio
Richard White

Company registered number

08008193

Company name

One In A Million Free School

Principal and registered office

One In A Million Free School, Cliffe Terrace, Bradford, West Yorkshire, BD8 7DX

Company secretary

Wayne Jacobs

Principal

Phillip Grant

Senior management team

Phillip Grant, Principal and Accounting Officer
Jaz Qadri, Vice Principal
Andy Haughey, Vice Principal
Susan Daniells, Senior Business Manager

Independent auditor

BHP LLP, New Chartford House, Centurion Way, Cleckheaton, West Yorkshire, BD19 3QB

REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS GOVERNORS AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2018

Advisers (continued)

Bankers

Barclays Bank plc, 10 Market Street, Bradford, BD1 1NR

Solicitors

Schofield Sweeney, Church Bank House, Church Bank, Bradford, BD1 4DY

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2018

The governors present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2017 to 31 August 2018. The Annual report serves the purposes of both a Governors' report, and a Directors' report under company law.

The academy trust operates a secondary free school for students aged 11 to 16 serving a catchment area in Bradford. It has a pupil capacity of 368 and had a roll of 367 in the school census on 17th October 2018.

Structure, governance and management

- **Constitution**

The academy trust is a charitable company limited by guarantee and an exempt charity with the registered number 08008193. The charitable company's memorandum and articles of association, dated 27 March 2012, are the primary governing documents of the academy trust. It has a two-tier structure consisting of members and directors (governors). Members include two individuals and the third is the charitable trustees of One In A Million (Sports) who make up one corporate member. The governors are the directors of the charitable company for the purposes of company law. The charitable company is known as One In A Million Free School.

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

- **Members' liability**

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

- ***Governors' indemnities***

Through its Articles, One In A Million Free School has indemnified its Board of Governors to the fullest extent permissible by law. During the period One In A Million Free School also purchased and maintained liability insurance for the Board of Governors.

- **Method of recruitment and appointment or election of Governors**

Governors are appointed under the rules contained within its Memorandum and Articles of Association.

The Members' of One In A Million Free School are responsible for the appointment of appropriately skilled people as governors who are actively interested in the Academy Trust; have a passion for the city of Bradford; and can give the necessary time commitment and contribution to ensuring the future success of the Trust.

The members may appoint up to 15 governors. The members may also appoint staff governors through such process as they may determine, provided that the total number of governors who are employees of the academy trust does not exceed one third of the total number of governors.

All members and governors are appointed based upon the contribution they can make to the development and future success of the One In A Million Free School.

Except for Staff Governors, no Governors receive remuneration for their services other than reasonable out of pocket expenses.

In order to keep the balance of skills and expertise, Members consider any skills gaps and approaches may be made to individuals, (this may include parents), explaining the type of skills set or expertise the Trust is looking for. Identified includes will be invited to put their names forward. In the case of parent governors, if more than one parent expresses an interest, then it may be necessary to hold an election. The term of office for any governor shall be 4 years. Subject to remaining eligible to be a particular type of governor, any governor may be reappointed or re-elected.

- **Policies and procedures adopted for the induction and training of Governors**

New Governors are inducted into the working of the Trust including policies and procedures at arranged meetings with the Charity Co-founder, Chair of Governors and Principal and Business Manager. The training and induction provided depend on the individual's skill set and experience. Where appropriate induction will include training on educational on education, charity, safeguarding, legal and financial matters (with copies of policies, procedures, minutes, budget plans, management accounts and other appropriate document). Additional training is purchased through Bradford Governor Services.

- **Organisational structure**

The role of the Board is to ensure One In A Million Free School is governed and managed so as to comply with requirements set out by the DfE, ESFA, relevant companies and charities legislation as well as its own governing documents.

The Members of the charitable company define the Object, Purpose and Ethos of the Company. Members delegate responsibility and decision making to governors who form the governing body. Governors ensure that the vision and ethos is adhered to and met; and that all key strategic and financial decisions are correctly aligned with the Trust's vision. This is largely exercised through strategic planning and the setting of policy. It is managed through the business planning, monitoring of budgets, performance appraisal, the setting and monitoring of standards and the implementation of quality assurance processes.

One In A Million Free School Academy Trust delegates the monitoring, quality assurance and evaluation of the educational vision to the Director of Education who provides termly reports to the Trust.

The day to day running of the school is delegated to the Principal who is supported by a senior leadership team. The Principal's key leadership duties include overseeing educational, pastoral, business planning, financial and administrative functions of the school in collaboration with his senior staff. The Senior Leadership Team consists of Principal/Accounting Officer, Vice Principal's and Senior Business Manager. They are responsible for implementing the policies laid down by the Governors and reporting back to them regularly. The responsibility for the authorisation of spending within the agreed budgets in accordance with the Scheme of Delegation.

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

The Principal and other educational senior leaders are paid in reference to the national leadership pay scales. Salary ranges for the senior leadership team are set by the governing body after using the DFE's benchmarking guidance against similar sized schools. Remuneration for the Principal is awarded by the Principal's Performance Management Panel. The Staff Pay Award Panel meets annually to review all key personnel performance management and salaries.

- **Related parties and other Connected Charities and Organisations**

One In A Million has three registered legal entities: One In A Million (Sports) - is a charitable company limited by guarantee; One In A Million (Enterprises) Limited - is a wholly owned subsidiary company of One In A Million (Sports) the Charity; and One In A Million Free School - is a company limited by guarantee. All three entities exist to support the charitable aims and objectives of extending the life chances of Bradford's children and young people through the Hub and Spoke model.

Governors are required to make a declaration of interest at every meeting. Pecuniary forms are completed on an annual basis. A Register of Interest is uploaded on the school website.

The School has a community partnership with Bradford City AFC.

Objectives and Activities

- **Objectives, strategies and activities**

We aim to establish an outstanding secondary school for young adults that offers a unique learning experience that is themed across sport, the arts and enterprise and framed around a connected and creative approach to learning.

Our small classroom sizes ensure each student is well known to each other and the wider school community.

We are driven by our 4 core values: **compassion**, **honesty**, **integrity** and **excellence**. Preparing our young adults for the future is at the heart of what we do.

We believe children must be equipped for learning with enquiring minds, significant levels of independence, higher order thinking strategies and intrinsic motivation. Students in our school will problem-solve, collaborate, negotiate and constantly seek new avenues of learning and challenge. They will be taught strategic higher order thinking skills and will emerge as critical, creative thinkers who have much to offer their employer and community.

One In A Million Free School's main objectives are:

- Develop a curriculum that is broad and balanced, ensuring students acquire strong basic skills in literacy and numeracy, personal, social and emotional learning and create 'character'.
- Provide quality time for personal, instructional, conceptual and collaborative learning experiences. However, we will ensure that all skills developed are applied and are linked to purposeful learning episodes that are relevant to the children themselves.
- Sports, the Arts and Enterprise are embraced at the heart of learning.
- Secure the commitment of the whole school community to the vision and direction of the One In A Million Free School.
- Develop further the Free School's place within the Hub and Spoke model through its enrichment programme and extended community offer.
- Maintain a learning culture based on our core values: compassion, honesty, integrity and excellence. These will define the behaviours of all staff and volunteers in our school.
- Maintain and extend an ethos and provide vision and direction that secures outstanding teaching, successful learning and achievement by all students.
- Contribute to the social, emotional and moral stability of the community, raising the aspirations and educational outcomes for families as well as students.
- Safeguard the wellbeing of our students at all times.

- Think creatively and imaginatively about the school's development, to anticipate and resolve problems and to identify opportunities that will benefit students.
- Be responsible for the overall management of all school resourcing, developing and proposing the annual budget, ensuring it is consistent with the school's priorities.
- Provide value for money for the funds expended.
- Promote and maintain links with our school sponsors, ambassadors, business, the wider community, families and the local environment.

- **One In A Million Free School Policies and Procedures**

Governors can access the policies and procedures through the schools Google-Drive cloud based software. A paper record is available in a central office for staff and governors to access. The board of governors has approved all One In A Million Free School policies and procedures. Each policy is assigned a review date, some annually and others biennially (for example, the Safeguarding Policy is reviewed annually). When reviewing policies, the appropriate governor cohort is delegated a selection of policies in line with their expertise and are encouraged to keep a record of any and all amendments using a software tracker feature. Governors delegate the signature approval for policies to the Chair, Principal and a third governor.

As part of our summer staff induction and training days, new and existing staff were given 9 policies to read ahead of them taking up their post, signing an annual agreement to confirm their understanding and acceptance of these policies. They included: Absence Management Policy; Anti-Corruption and Bribery Policy; Child Protection Policy; Declaration of Interests Policy and Completed Appendix; Dress Code Policy; Driving At Work Policy; Procurement and Tendering Policy; Safeguarding Policy; Whistleblowing Policy and Non-Disclosure Statement.

- **Public benefit**

When setting the objectives and planning our future activities, the governors have given careful consideration to the Charity Commission's guidance on public benefit. Students are admitted from all areas within Bradford, West Yorkshire of a 'fair banding' policy. The Trust and Governing Body consider that the charitable aims are demonstrably to the public benefit.

- **Safeguarding**

The safety and wellbeing of all learners is paramount for building a thriving teaching and learning culture and ethos in our school. Our policies, procedures and practices place a strong emphasis on creating a safe environment for all learners and staff.

- **Equal Opportunities**

Governors recognise that equal opportunities should be an integral part of good practice within the workplace. The Trust has established equal opportunities in all areas of its activities including creating a working environment in which the contribution and needs of all people are known and fully valued.

Strategic report

Achievements and performance

- **Strategic Report**

The achievements and performance of the school are summarised as follows:

For the period of reporting, One In A Million Free School has moved from strength to strength under the leadership of the current Principal, Mr Grant. For the first time the school held its full complement of staff and students. During the year there have been many successes including the first set of GCSE results and OFSTED inspection.

One In A Million opened in September 2013 with 60 students enrolled. For the academic school year of 2017/18, One In A Million Free School had grown to having 360 students enrolled from Year 7 - Year 11.

The first set of GCSE results were achieved during the year and the school is really proud of the student's achievements. A small number of students, approximately 7%, achieved between grade 7-9 in English and Maths, with 12% of the school achieving over a grade 7-9 in English. 25% of the students achieved a grade 4 and above in English. Science is an emerging strength across the school with a strong success of 31% of students achieving a grade 4 and above and 11% at grade 7-9. In RE we had two students who secured grade 9 and a total of 14.5% achieved 7-9.

Overall the school reported a below benchmark P8 with an unvalidated -0.7 reported. Overall 98.5% of students secured positive destinations with only two students not progressing onto employment, college or education; a record amount for a secondary school in the city.

There was a number of celebrations following the recent OFSTED inspection where the school was recognised as good across all areas of activity.

Leadership	2
Teaching and Learning	2
Personal Development and Welfare	2
Outcomes	2

Some of the excellent feedback from the report has been quoted below:-

"The Principal has a clear and focused vision for the school. In a very short time, he and his leadership team have made a great difference to the quality of education that the school provides."

"Governors have established a school with a caring and inclusive ethos. Leaders provide experiences and opportunities that have transformed the lives of many young people at the school."

"The leaders' work to develop pupils' spiritual, moral, social and cultural awareness is good. Pupils are well cared for, feel safe and know how to keep safe."

"Pupils' conduct and behaviour around the school site have improved and are now generally good. Most pupils are respectful of one another and of adults, and are polite to visitors."

"As a result of effective professional development, the quality of teaching, learning and assessment has improved and is now good."

"The school's assessment information and work in pupils' books show that most pupils make strong progress from their starting points in a range of subjects, including English and mathematics."

"Leaders at all levels and staff have high expectations of pupils and actively encourage high aspirations from all pupils, regardless of their backgrounds."

Interventions: At the end of the school day there is an opportunity for students to join an intervention period lasting approximately an hour each day. Some of these sessions are also designed to act as specific intervention sessions linking to the needs of individual students. A passport for students in Year 7 has been agreed and is compulsory for all students in this year group. The Year 7 passport enrichment concludes with a 5 day residential trip to the Lake District.

Safeguarding: The single central record is regularly audited and the whole school safeguarding practices are regularly audited by the Education Scrutiny Committee and additionally by externally contracted auditors. They have found the school on a number of occasions to be showing exemplary practice and fully compliant.

Staff and Governors regularly receive safeguarding training during the INSET and CPD days. This includes annual E-Safety training for staff and governors: Digital Safeguarding Responsibilities for Governors; Child Sexual Exploitation awareness training for all staff; Radicalisation awareness training; Responsible use of Social Media training for Teachers & Staff; E-Safety training for Teachers & Staff.

Preparing students for life after school is a key activity within the school and extensive plans have been put into place, in particular to support year 11s. A number of enrichment days and career days have been arranged with colleges and employers in the local area including: careers days, college and university visits, developing partnerships with Bradford, Shipley and Craven College.

One Britain One Nation: OIAMFS participated in OBON One Britain One Nation, a campaign created by Kash Singh, an award winning, Bradford-based, retired West Yorkshire Police Inspector. It encourages children and young people to passionately love Britain and each other by showing unity and compassion to everyone. The whole school programme led up to a drop-down-day which included students singing the National Anthem and union-flag waving.

Community Activities: One of the strengths of One In A Million Free School is the Enrichment Programme which consists of a varied and exciting mix of activities for students to experience and enjoy. Students can participate in our full Enrichment Programme as part of the extended school community programme, which is available to all students.

Enrichment: As part of the school's extended school community programme, students can participate in the Enrichment Programme between 2:30pm and 3.30pm each school day. The sessions are delivered by the very best teachers and coaches from our community partners such as Bradford Bulls Foundation and Yorkshire Cricket Foundation.

The enrichment activities are based on our three core areas of sports, arts and enterprise. During the year, the menu of enrichments included Sports Leaders Programme, Girls Football, Street Dance, Art, Mixed Martial Arts, Gardening Club, Gym Workshop, Boys Football. Over the year, 289 students engaged with the Enrichment Programme through 201 sessions which were delivered in school. This equates to over 3200 quality contact hours of enrichment with students.

Through the Enrichment Programme, students have been able to attain accreditations. This year 86 students have completed the Junior Sports Leader Award with over 40 very near completion. The Lord Mayors Award has been completed by 22 students with another 26 in the process of being assessed. Currently 16 students are working towards their Bronze Duke of Edinburgh Award.

Celebrate Community Magazine: Three times per year a new stylishly branded publication titled 'Celebrate' is designed and produced inhouse covering news story about the school, extended community programmes and the Charity. 1,300 copies are then distributed to: students and parents/carers of our school, key stakeholders for the city of Bradford; community centres; primary schools; and the business sector across our district.

Attendance: The academic year 2017/18 was the first for One In A Million as a full school with a GCSE cohort, the whole school attendance finished at 90% with 31% of students considered persistently absent (below 90% attendance). KS3 attendance was the highest at 92%, with Year 8 in particular showing dedication achieving 94% attendance for the year.

The poor attendance in KS4 highlighted several longer-term causes routed in social, emotional, personal and deprivation issues. To meet the growing needs of the school a number of initiatives were put in place. The school employed a Home School Liaison Officer to work with the lowest attenders, the pastoral team was restructured with Heads of Year leading on home school communication, and an external Attendance Officer was contracted, all with a view to make an impact drive on improving attendance.

The initiatives put in place throughout the 2017/18 academic year are really paying dividends in the current year as the schemes and relationships are embedded. So far the school has seen the highest attendance for a single week since the school opened at 97%. Comparison between the current year and previous year shows that attendance is at 2 points higher for the same period and current predictions for this year show that the school is on track for 95% or higher.

Distinguished Visitors to School: Sir James Hill (former Chairman on the Dixons Trust); Asher Knight (Chart music performer); Dame Ingrid Roscoe (Lord Lieutenant of West Yorkshire); Gill Arnold (Bradford Magistrates Court); Lord Best (OBE),; Vicky Beer (Regional Schools Commissioner); Michael Jameson & Marium Haque (Director & Deputy Director of Bradford Children's Services); Councillor Imran Khan (Bradford Education, Employment and Skills Portfolio holder); Councillor Abid Hussain (Lord Mayor of Bradford); Lord Kamlesh Patel of Bradford OBE; and Jas Athwal (Deputy Lieutenant of West Yorkshire);

Woodhouse Grove Scholarship: The school has successfully secured a partnership with Woodhouse Grove School in Apperley Bridge. The partnership makes two scholarships available to year 11 students to join the Woodhouse Grove school in their sixth form. This is a life changing opportunity for two students each year to join the prestigious organisation. This year Finn Paynton and Raihan Younis have been awarded the full scholarship award.

"To attend Woodhouse Grove Sixth Form is an amazing opportunity and I am very proud and will use it to help me achieve my career ambitions" Finn.

" I am delighted to have been selected, thank you so much to OIAM and Woodhouse Grove" Raihan.

OIAMFS Trust members and governors would like to place on record our gratitude to Alan Wintersgill (Woodhouse Grove Chairman of Governors), his fellow governors and Principal James Lockwood for awarding our school with this pathway opportunity.

Student Success Case Studies

- Maria Majid: Loved school so much that she never missed a single day in the five year period. "I feel very proud to have accomplished such an achievement. I really care about my education. If I am in school, I put myself in positive position to be able to learn and enhance my knowledge."

- Sanja G: A year 10 student, gave an exemplary performance in representing our school at the regional final of the Speakers Trust's 'Speak Out Challenge' in front of a crowd of over 200 guests.

- Joshua R: whilst studying his education in our school, Joshua got involved as a volunteer within the extended community programmes run by OIAM Charity. During this time he completed over 100 hours voluntary contribution in his local neighbourhood. His mum was so inspired that she volunteered at our school Breakfast Club and contributed over 220 hours during an 18 month period.

- Hagie D: A year 11 student who is passionate about football has progressed through our pathways in the Bradford City Under 18's first team! This has given him the opportunity to play his football across many well known Football League clubs, which has in turn inspired his confidence and self esteem.

- Celebration Assembly - 134 certificates were awarded to students in Years 7-10 for exemplary achievement and attendance.

- Finn P and Raihan Y: both students achieved grades 7s, 8s and 9s across a range of subjects and being awarded two year scholarships at the prestigious private school, Woodhouse Grove.

- Anaayah C: is the captain of Bradford City Girl's U14's team. During the spring half term, she travelled to Holland to take part in an international football tournament. With an inspiring captain at the helm, they won the tournament!

- Student Prom: The school celebrated its first Year 11 prom "what a fantastic time everyone had at the Bradford Midland Hotel, it was a truly memorable evening and the students were resplendent in their finery". They shared a luxurious chauffeur driven Hummer ride to the hotel, before enjoying speeches from OIAM leadership. The students then responded with their own speeches celebrating the impact that OIAM has had on their lives.

The Academy Trust Members and Governing Body would like to place on record our gratitude to Mr Grant for leadership and the dedication and commitment of our staff for keeping children at the heart of all we do.

- **Going concern**

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

- **Key performance indicators**

One In A Million Free School prepares monthly management accounts and monitors its cash position closely. The KPI's are considered during the in-year budget variance and the level of reserves after applying the contingency defined in the reserves policy.

Financial review

- **Reserves policy**

Governors review the reserves levels as a Trust annually and adjust the reserves policy accordingly. This considers the strategic requirements for school improvement and consequent investment requirements. The purpose of the reserve policy is to ensure the stability of the school's organisational operations, to protect it so that it has the ability to adjust quickly to financial circumstances, such as large unbudgeted expenditure, cyclical maintenance and working capital. As a growing School, these can fluctuate depending on operational needs. The Governors have determined that the appropriate level of free reserves should be equivalent to one month's average payroll costs, currently. The Trustees have determined that the appropriate level of free reserves should be equivalent to at least one month's average payroll costs, £150,000 for year 2018-19. The intention is to grow the reserves as budgets allow. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. All reserves are reported and reviewed regularly to the Finance Committee and Governing Body. Cash holding is monitored on a daily basis.

- **Principal risks and uncertainties**

As a new and growing school, presently in year 5 of our growth cycle towards a fully populated school, the governors have examined the major risks that the school faces each financial year when preparing and updating its plan.

In the present economic climate there are a significant number of uncertainties many of which are very subjective in nature and difficult to quantify. During this years annual review the following key risks have been identified:

- Sustainable Public Funding. As a new, growing school with a small budget we are significantly dependent on continued government funding. In excess of 94.8% of the Trust's total income are government funded via grants from the DFE, ESFA and Local Authority.

In order to mitigate the public funding risk the Trust is:

- Constantly seeking to achieve value for money and deliver efficiencies in all its operations to limit impact on the school's success in the future.
- Continuing to operate at a surplus level, implement effective performance management and CPD programmes to ensure that maximum resources are available to recruit and retain excellent teachers to improve the learning progress of our students.
- Maintain standards in the recruitment and retention of staff.

As Governors, we acknowledge we have overall responsibility for ensuring that One In A Million Free School has an effective and robust system of financial control and otherwise. We are also responsible for keeping full accounting records, which disclose with reasonable accuracy at any time the financial position of the school and enable us to ensure the financial statements comply with the Companies Act. We also acknowledge responsibility for safeguarding the assets of the school and hence taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that the school:

- Operates efficiently and effectively;
- It's assets are safeguarding against unauthorised use or disposition;
- Retains comprehensive records and financial information which is used strategically and operationally to inform decision making;
- Complies with relevant laws and regulations;
- Has financial systems of practice to minimise the risk of potential fraud;

- Produces comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports, which are reviewed and agreed by the governing body;
- Finance committee and Responsible Officer review all reports which indicate or inform financial performance against the forecasts and of any major purchase plans, capital works and expenditure programmes;
- Delegation of authority and segregation of duties;
- Clearly defined purchasing guidelines.

- **Financial review**

Financial Report For The Year

94.8% of One In A Million Free School's income is received from the Department for Education (DfE) via the Education and Skills Funding Agency (ESFA). This is in the form of a general annual grant (GAG - restricted funds) and is paid monthly to the school. One In A Million Free School also received grants for fixed assets from the ESFA.

An additional 0.6% was income-generated through service level agreements; Local Council Grant (SEN funding) 1.1%; Catering – school lunches 1.7%; West End Mill Donation 0.1%; Capital Grant 0.3%; Absence Protection Claims 0.2%; Other unrestricted activities 1.2%.

During the year ended 31st August 2018, total resources expended were £2,304,977* versus income from the ESFA and other incoming resources of £2,354,278. *The Net surplus shows £49,301 however when non cash expenses are deducted which comprise of depreciation and loss on disposal costs of £184,964, the net profit is £234,265.

Depreciation is an accounting book entry and whilst the school cannot ignore it, for the purpose of reporting it is a non-cash movement. As a growing school, we will review the Depreciation Policy to improve future financial planning.

Also included in the net surplus are £69,000 (£67,000 + £2,000) of costs relating to the defined benefit (pension) scheme. These are costs which fluctuate year on year. They are subjected to the number of members in the scheme as well as how the scheme has performed during the year of reporting.

In previous years, we had reported on the escalating teaching agency costs, which led us to invest in absence protection insurance and better planning, the teaching agency cover has reduced this year to £9,774 which is a significant reduction of £15,535.

Staffing costs (including salary, NIC & pensions)

The overall split between staffing is teaching 77% and corporate staff 23%*. * Non-teaching increased due to the decision to bring catering services in house.

At 31st August 2018 net book value of fixed assets was £3,912,551 (most of this related to Land and buildings).

At 31st August 2018, One In A Million Free School cash-flow position was £468,025.

Fundraising

The academy trust doesn't actively fundraise, but appreciates donations from the public. The academy trust does not use any professional fundraiser or commercial participator to carry out activities on the academy trust's behalf.

Due to the low level of fundraising the academy trust undertakes, the academy trust is not a participant of a voluntary scheme for regulating fundraising, or any voluntary standard of fundraising for the activities carried out on behalf of the academy trust. Should the academy trust at some point in the future undertake a specific fundraising campaign or start to generate more income through fundraising, the trustees will look to sign up to a voluntary fundraising code.

Plans for future periods

As a Trust we have a highly ambitious vision for the benefit of the students who attend our current school. Our growth plan is expansive. The school's key plans for the future are:

- Ensuring all identified areas for improvement raised by Ofsted during their recent inspection are actioned to therefore, lead the school towards outstanding.
- To improve teaching, learning and whole school literacy, which will lead to improved outcomes and achievements for all students.
- To rapidly reduce persistent absence of pupils who in particular have SEN and/or disabilities.
- For all students live out the values of One In A Million Free School, which will be reflected in their thirst for learning, resilience, attainment and positive impact as role models in their local communities.
- Commence plans for our own multi academy trust.
- Build a new Sports Hub which will include a 3G sports pitch, cricket pitch, two classrooms and multi changing room facilities.

Disabled Persons

The school policy is to support the employment of disabled persons both in recruitment and by the retention of employees who become disabled whilst in its employment. The school provides resources for workplace assessments and makes reasonable adjustments were able.

Basis of preparation of financial statements and accounting policies and practices

The financial statements have been prepared in accordance with the accounting policies to comply with the charitable company's memorandum and articles of association and applicable laws.

Disclosure of information to auditor

Insofar as the governors are aware:

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

The Governors' report, incorporating a strategic report, was approved by order of the board of governors, as the company directors, on 12/12/18 and signed on its behalf by:

Mark Hughes
Chair of Governors

GOVERNANCE STATEMENT

Scope of Responsibility

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

The board of governors has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between One In A Million Free School and the Secretary of State for Education. They are also responsible for reporting to the board of governors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Governors' report and in the Statement of governors' responsibilities. The board of governors has formally met 6 times during the year. Attendance during the year at meetings of the board of governors was as follows:

Governor	Meetings attended	Out of a possible
Mark Hughes, Chair	5	5
Mark Pilling, Vice Chair	0	4
Rachel Jacobs, Vice Chair	5	5
Nicholas Aldridge	5	5
Chris Schofield	3	5
David Baldwin	3	5
Susan Daniells, Staff Governor	5	5
Sharron Mikkelsen, Parent Governor	5	5
Stephen Hawthorn-Emmett, Parent Governor	2	5
Robert Moon	4	5
Philip Grant, Ex officio	5	5
Richard White	5	5

Additional attendees to Governing Body meetings include observers: Mrs L A Brooking (Director of Education), Mr J Qadri (Vice Principal) and Mr A Haughey (Director of Achievement), Mr W Jacobs (Trust Member). All individuals are exempt from voting rights.

*During the course of the year, governors dedicated over 1,500 hours voluntary contribution to the school. There contribution measures significantly beyond 5 annual meetings and committee meetings. They are regular visitors to the school as task/finish exercises and many participate in working groups and others sit on reputable boards in the city to increase our schools presence amongst stakeholders of Bradford. Given the senior positions that many of our governors hold in their respective companies the value added would be vastly significant in monetary terms.

The board of governors consists of a highly skilled group of individuals which was recognised in the external audit of One In A Million Free School during its Ofsted report (March 2018):

- "The governance of the school is a significant strength. An experienced chair of governors very ably leads the governing body, which comprises a wide range of highly skilled governors with a rich spectrum of knowledge and expertise. Their commitment to school life and activities is impressive".
- "The governors are ambitious and passionate about the continuous development of the school. They are very proud of the ethos and purpose of the school and the focus to improve the lives of young people from deprived areas of Bradford".

- "The governors play a vital role in developing and further expanding the school. They include members from local organisations, as well as members with specialist educational backgrounds. As a result, they are very effective in providing robust challenge and support to leaders".
- "Governors are linked to various areas of the school. They thoroughly scrutinise performance information and know the school's strengths and areas for development well".

The board of governors also attend sub working groups (task & finish) and committees:

	Meetings	Attendance
Education Scrutiny Committee	3	100%
Facilities (inc. Sports Facilities)	7	100%
Finance Committee	7	85%
Principal's Performance Management Panel	1	100%
SEN	2	100%
Safeguarding)	3	100%
Staff Pay Award Panel	1	100%

One In A Million Academy Trust Members will be conducting its next skills-audit as part of its plans to form a multi academy trust during the course of the next period for financial reporting.

Review of Value for Money

As Accounting Officer, the Principal has responsibility for ensuring that the 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 governors where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the trust has delivered improved value for money during the year by:

- Eradicating the escalation of teacher-agency costs, which had previously had a negative impact on budgeting and planning. We have invested in absence protection insurance and controlled planning. The teaching agency cover has reduced this year to £9,774, which is a significant reduction of £15,535. This has reduced our agency fees with the claims we can make, which covers the fees. Overall it has yielded an income of £3,990.
- During the year we procured an online Cashless Catering System and ParentMail. This has enabled us to reduce the level of risk with cash brought into school, the school and parents can track the students dietary and wellbeing. Correspondence is also sent through ParentMail, which has been a great step forward in reducing paper and cost of postage, and also letters not reaching home about trips and Enrichment.
- During the reporting period, One In A Million Free School have continued to procure following the policies and procedures for procurement and Best Value. We have procured 2 new Minibuses, 1 to replace an end of Lease bus, the other to add to the fleet. We subsequently procured these through a different supplier to maintain value for money.

GOVERNANCE STATEMENT (continued)

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of 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 One In A Million Free School for the year 1 September 2017 to 31 August 2018 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The board of governors has reviewed the key risks to which the trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of governors is of the view that there is a formal ongoing process for identifying, evaluating and managing the trust's significant risks, that has been in place for the year 1 September 2017 to 31 August 2018 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of governors.

The Risk and Control Framework

The 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 governors;
- regular reviews by the finance 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 governors has considered the need for a specific internal audit function and has decided to appoint Chris Schofield and Naylor Wintersgill as internal auditor.

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

- Testing of control account/bank reconciliations
- Testing of payroll systems
- Testing of expenses
- Testing of bank payments/purchases
- Testing of management accounts
- Testing of inter-company balances
- Testing of nominal postings

On a termly basis, the Chris Schofield reports to the board of governors on the operation of the systems of control and on the discharge of the board of governors' financial responsibilities.

GOVERNANCE STATEMENT (continued)

Review of Effectiveness

As Accounting Officer, the Principal 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 work of the school leadership, (supported by the Finance Committee), who have responsibility for the development and maintenance of the internal control framework and financial policies and procedures.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance Committee and Internal Audit Governor and a plan to ensure continuous improvement of the system is in place.

Approved by order of the members of the board of governors on 12 December 2018 and signed on their behalf, by:

Mark Hughes, Chair
Chair of Governors

Philip Grant
Accounting Officer

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of One In A Million Free School I have considered my responsibility to notify the academy trust board of governors and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, 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 2017.

I confirm that I and the academy trust board of governors 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 2017.

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 governors and ESFA.

Philip Grant
Accounting Officer

Date: 12 December 2018

STATEMENT OF GOVERNORS' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2018

The governors (who act as trustees of One In A Million Free School and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Governors' report and the financial statements in accordance with the Annual Accounts Direction issued by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the trust will continue in business.

The governors are responsible for keeping adequate accounting records that are sufficient to show and explain the trust's transactions and disclose with reasonable accuracy at any time the financial position of the trust 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 trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The governors are responsible for ensuring that in its conduct and operation the trust 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 ESFA/DfE have been applied for the purposes intended.

The governors are responsible for the maintenance and integrity of the corporate and financial information included on the trust'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 governors on 12/12/18 and signed on its behalf by:

Mark Hughes, Chair
Chair of Governors

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ONE IN A MILLION FREE SCHOOL

Opinion

We have audited the financial statements of One In A Million Free School (the 'trust') for the year ended 31 August 2018 which comprise the Statement of financial activities incorporating income and expenditure account, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the trust's affairs as at 31 August 2018 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018 issued by the Education & Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ONE IN A MILLION FREE SCHOOL

Other information

The governors are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Governors' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' Report and the Strategic Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' Report including the Strategic Report.

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

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

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ONE IN A MILLION FREE SCHOOL

Responsibilities of governors

As explained more fully in the Statement of governors' responsibilities, the governors (who are also the directors of the trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's report.

Use of our report

This report is made solely to the trust's governors, 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 governors 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 governors for our audit work, for this report, or for the opinions we have formed.

Lesley Kendrew (Senior statutory auditor)

for and on behalf of

BHP LLP

Chartered Accountants
Statutory Auditor

New Chartford House
Centurion Way
Cleckheaton
West Yorkshire
BD19 3QB

Date: 12 December 2018

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ONE IN A MILLION FREE SCHOOL AND THE EDUCATION & SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 19 September 2017 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2017 to 2018, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by One In A Million Free School during the year 1 September 2017 to 31 August 2018 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 One In A Million Free School and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to One In A Million Free School and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than One In A Million Free School and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of One In A Million Free School's accounting officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of One In A Million Free School's funding agreement with the Secretary of State for Education dated 22 January 2013, and the Academies Financial Handbook extant from 1 September 2017, 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 2017 to 2018. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2017 to 31 August 2018 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 2017 to 2018 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ONE IN A MILLION FREE SCHOOL AND THE EDUCATION & SKILLS FUNDING AGENCY (continued)

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2017 to 31 August 2018 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Lesley Kendrew

BHP LLP

Chartered Accountants
Statutory Auditor

New Chartford House
Centurion Way
Cleckheaton
West Yorkshire
BD19 3QB

12 December 2018

ONE IN A MILLION FREE SCHOOL

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2018

	Note	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £	*Total funds 2017 £*
Income from:						
Donations and capital grants	2	**3,393**	**2,000**	**6,970**	**12,363**	*770*
Charitable activities	3	**-**	**2,258,919**	**-**	**2,258,919**	*1,759,812*
Other trading activities	4	**82,558**	**-**	**-**	**82,558**	*134,253*
Investments	5	**438**	**-**	**-**	**438**	*153*
Total income		**86,389**	**2,260,919**	**6,970**	**2,354,278**	*1,894,988*
Expenditure on:						
Raising funds		**-**	**1,875**	**-**	**1,875**	*209*
Charitable activities		**-**	**2,118,138**	**184,964**	**2,303,102**	*2,059,303*
Total expenditure	6	**-**	**2,120,013**	**184,964**	**2,304,977**	*2,059,512*
Net assets before transfers		**86,389**	**140,906**	**(177,994)**	**49,301**	*(164,524)*
Transfers between Funds	17	**-**	**(40,485)**	**40,485**	**-**	*-*
Net income / (expenditure) before other recognised gains and losses		**86,389**	**100,421**	**(137,509)**	**49,301**	*(164,524)*
Actuarial gains/(losses) on defined benefit pension schemes	22	**-**	**32,000**	**-**	**32,000**	*120,000*
Net movement in funds		**86,389**	**132,421**	**(137,509)**	**81,301**	*(44,524)*
Reconciliation of funds:						
Total funds brought forward		**125,829**	**(55,042)**	**4,058,244**	**4,129,031**	*4,173,555*
Total funds carried forward		**212,218**	**77,379**	**3,920,735**	**4,210,332**	*4,129,031*

ONE IN A MILLION FREE SCHOOL
(A company limited by guarantee)
REGISTERED NUMBER: 08008193

BALANCE SHEET
AS AT 31 AUGUST 2018

	Note	£	2018 £	£	2017 £
Fixed assets					
Tangible assets	13		**3,912,551**		*4,051,275*
Current assets					
Stocks	14	**1,426**		*4,100*	
Debtors	15	**88,554**		*70,111*	
Cash at bank and in hand		**468,025**		*252,274*	
		558,005		*326,485*	
Creditors: amounts falling due within one year	16	**(104,224)**		*(129,729)*	
Net current assets			**453,781**		*196,756*
Total assets less current liabilities			**4,366,332**		*4,248,031*
Defined benefit pension scheme liability	22		**(156,000)**		*(119,000)*
Net assets including pension scheme liabilities			**4,210,332**		*4,129,031*
Funds of the academy					
Restricted income funds:					
Restricted income funds	17	**233,379**		*63,958*	
Restricted fixed asset funds	17	**3,920,735**		*4,058,244*	
Restricted income funds excluding pension liability		**4,154,114**		*4,122,202*	
Pension reserve		**(156,000)**		*(119,000)*	
Total restricted income funds			**3,998,114**		*4,003,202*
Unrestricted income funds	17		**212,218**		*125,829*
Total funds			**4,210,332**		*4,129,031*

The financial statements on pages 26 to 49 were approved by the governors, and authorised for issue, on 12/12/18 and are signed on their behalf, by:

Mark Hughes, Chair
Chair of Governors

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2018

	Note	2018 £	2017 £
Cash flows from operating activities			
Net cash provided by operating activities	19	**255,019**	*215,252*
Cash flows from investing activities:			
Purchase of tangible fixed assets		**(46,240)**	*(54,593)*
Capital grants from DfE Group		**6,972**	*(5,529)*
Net cash used in investing activities		**(39,268)**	*(60,122)*
Change in cash and cash equivalents in the year		**215,751**	*155,130*
Cash and cash equivalents brought forward		**252,274**	*97,144*
Cash and cash equivalents carried forward	20	**468,025**	*252,274*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

1. Accounting Policies

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

1.1 Basis of preparation of financial statements

The financial statements of the trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2017 to 2018 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

One In A Million Free School constitutes a public benefit entity as defined by FRS 102.

1.2 Going concern

The governors assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the trust to continue as a going concern. The governors 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 trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the 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. Accounting Policies (continued)

1.3 Income

All income is recognised once the trust has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

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

General Annual Grant is recognised in full in the Statement of financial activities incorporating income and expenditure account in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

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

Sponsorship income provided to the trust which amounts to a donation is recognised in the Statement of financial activities incorporating income and expenditure account in the period in which it is receivable, where receipt is probable and it is measurable.

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

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

1.4 Expenditure

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

Expenditure on raising funds includes all expenditure incurred by the trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities are costs incurred on the trust's educational operations, including support costs and those costs relating to the governance of the trust appointed to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

1. Accounting Policies (continued)

1.5 Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of financial activities incorporating income and expenditure account 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 incorporating income and expenditure account. 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 these assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	2% straight line
Furniture and fixtures	-	20% straight line
AV and sound equipment	-	20% straight line
School furniture	-	20% straight line

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 incorporating income and expenditure account.

1.6 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.8 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1. Accounting Policies (continued)

1.9 Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the academy 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 are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.10 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised costs as detailed in note 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instruments.

1.11 Taxation

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

1.12 Pensions

Retirement benefits to employees of the trust are provided by the Teachers' Pension Scheme ("TPS") and the Local Governments 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 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 22, 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.

1. Accounting Policies (continued)

The LGPS is a funded scheme and the assets are held separately from those of the 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 incorporating income and expenditure account and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

1.13 Fund accounting

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

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 Group.

1.14 Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2018. 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.

2. Income from donations and capital grants

	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £	*Total funds 2017 £*
Donations	3,393	2,000	-	5,393	*6,299*
Capital Grants	-	-	6,970	6,970	*(5,529)*
	3,393	2,000	6,970	12,363	*770*
Total 2017	*69*	*6,230*	*(5,529)*	*770*	

3. Funding for Trust's educational operations

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	*Total funds 2017 £*
DfE/ESFA grants				
General Annual Grant	-	1,869,443	1,869,443	*1,582,261*
Other DfE/ESFA grants	-	362,610	362,610	*150,258*
	-	2,232,053	2,232,053	*1,732,519*
Other government grants				
SEN/AP Commissioner Top Up	-	26,866	26,866	*27,293*
	-	26,866	26,866	*27,293*
Other funding				
	-	-	-	-
	-	2,258,919	2,258,919	*1,759,812*
Total 2017	-	*1,759,812*	*1,759,812*	

4. Other trading activities

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	*Total funds 2017 £*
Hire of facilities	-	-	-	*2,000*
Catering income	**40,891**	-	**40,891**	*35,619*
Other income	**41,667**	-	**41,667**	*94,435*
External services income	-	-	-	*2,199*
	82,558	-	**82,558**	*134,253*
Total 2017	*134,253*	-	*134,253*	

5. Investment income

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	*Total funds 2017 £*
Bank interest	**438**	-	**438**	*153*
Total 2017	*153*	-	*153*	

6. Expenditure

	Staff costs 2018 £	Premises 2018 £	Other costs 2018 £	Total 2018 £	*Total 2017 £*
Expenditure on fundraising trading					
Direct costs	-	-	**1,875**	**1,875**	*209*
Support costs	-	-	-	-	-
Education:					
Direct costs	**1,190,692**	**68,763**	**219,340**	**1,478,795**	*1,378,976*
Support costs	**464,813**	**120,943**	**238,551**	**824,307**	*680,327*
	1,655,505	**189,706**	**459,766**	**2,304,977**	*2,059,512*
Total 2017	*1,428,475*	*228,932*	*402,105*	*2,059,512*	

7. Analysis of expenditure by activities

	Activities undertaken directly 2018 £	Support costs 2018 £	Total 2018 £	*Total 2017 £*
Education	**1,478,795**	**824,307**	**2,303,102**	*2,059,303*
Total 2017	*1,378,976*	*680,327*	*2,059,303*	

Analysis of support costs

	Education £	Total 2018 £	*Total 2017 £*
Staff costs	**464,813**	**464,813**	*337,476*
Depreciation	**80,298**	**80,298**	*74,364*
Examination fees	**-**	**-**	*232*
Staff development	**-**	**-**	*7,026*
Other costs	**39,058**	**39,058**	*25,074*
Recruitment and other staff costs	**8,040**	**8,040**	*16,249*
Maintenance of premises and equipment	**26,961**	**26,961**	*22,822*
Cleaning	**30,895**	**30,895**	*24,084*
Rent and rates	**93,982**	**93,982**	*80,551*
Auditors remuneration - audit of financial statements	**6,750**	**6,750**	*6,250*
Auditors remuneration - other services	**1,350**	**1,350**	*1,350*
Security and transport	**25,891**	**25,891**	*16,731*
Technology costs	**37,459**	**37,459**	*47,226*
Legal and professional	**5,030**	**5,030**	*20,892*
(Profit) / Loss on disposal of fixed assets	**3,780**	**3,780**	-
	824,307	**824,307**	*680,327*
At 31 August 2017	*680,327*	*680,327*	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

8. Net income/(expenditure)

This is stated after charging:

	2018	*2017*
	£	£
Depreciation of tangible fixed assets:		
- owned by the charity	**181,184**	*172,339*
Operating leases - other	**38,362**	*21,332*
Fees payable to auditor - audit	**6,750**	*6,250*
Fees payable to auditor - other	**1,350**	*1,350*

9. Staff costs

a. Staff costs

Staff costs were as follows:

	2018 £	2017 £
Wages and salaries	**1,223,194**	*1,125,642*
Social security costs	**99,498**	*79,657*
Operating costs of defined benefit pension schemes	**250,250**	*197,867*
	1,572,942	*1,403,166*
Agency staff costs	**82,563**	*25,309*
Termination costs	**-**	*11,570*
	1,655,505	*1,440,045*

b. Staff numbers

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

	2018 No.	2017 No.
Teachers	**21**	*20*
Administration and support	**27**	*13*
Senior management team	**4**	*4*
	52	*37*

c. Higher paid staff

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

	2018 No.	2017 No.
In the band £70,001 - £80,000	**1**	*0*

d. Key management personnel

The key management personnel of the trust comprise the Principal, both Vice Principals and the Business Manager. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the trust was £271,129 (2017: £254,232).

10. Governors' remuneration and expenses

One or more governors has been paid remuneration or has received other benefits from an employment with the trust. The Principal and other staff governors only receive remuneration in respect of services they provide undertaking the roles of principal and other staff members under their contracts of employment, and not in respect of their role as governors. The value of governors' remuneration and other benefits was as follows:

		2018 £	*2017* *£*
Philip Grant (appointed 1 January 2017)	Remuneration	**75,000-80,000**	*55,000-60,000*
	Pension contributions paid	**10,000-15,000**	*5,000-10,000*
Susan Daniells	Remuneration	**40,000-45,000**	*40,000-45,000*
	Pension contributions paid	**5,000-10,000**	*5,000-10,000*
Jez Stockill (resigned 31 December 2016)	Remuneration		*25,000-30,000*
	Pension contributions paid		*0-5,000*

During the year ended 31 August 2018, no governors received any reimbursement of expenses (2017 - £NIL).

11. Governors' and Officers' Insurance

In accordance with normal commercial practice the trust has purchased insurance to protect governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on trust business. The insurance provides cover up to £2,000,000 on any one claim and the cost for the year ended 31 August 2018 was £450 *(2017 - £450).*

12. Other finance income

	2018 £	*2017* *£*
Interest income on pension scheme assets	**9,000**	*5,000*
Interest on pension scheme liabilities	**(11,000)**	*(8,000)*
	(2,000)	*(3,000)*

13. Tangible fixed assets

	Freehold land and buildings £	Furniture and fixtures £	Plant and equipment £	Total £
Cost				
At 1 September 2017	**4,170,851**	**61,788**	**504,110**	**4,736,749**
Additions	**-**	**5,389**	**40,851**	**46,240**
Disposals	**-**	**-**	**(13,287)**	**(13,287)**
At 31 August 2018	**4,170,851**	**67,177**	**531,674**	**4,769,702**
Depreciation				
At 1 September 2017	**298,390**	**49,452**	**337,632**	**685,474**
Charge for the year	**68,763**	**9,270**	**103,151**	**181,184**
On disposals	**-**	**-**	**(9,507)**	**(9,507)**
At 31 August 2018	**367,153**	**58,722**	**431,276**	**857,151**
Net book value				
At 31 August 2018	**3,803,698**	**8,455**	**100,398**	**3,912,551**
At 31 August 2017	*3,872,461*	*12,336*	*166,478*	*4,051,275*

Included within freehold land and buildings is non depreciable land of £725,120 (2017 - £725,120).

14. Stocks

	2018 £	2017 £
Stock	**1,426**	*4,100*

15. Debtors

	2018 £	2017 £
Trade debtors	**7,138**	*6,633*
VAT recoverable	**15,742**	*6,561*
Other debtors	**4,066**	*1,997*
Prepayments and accrued income	**61,608**	*54,920*
	88,554	*70,111*

16. Creditors: Amounts falling due within one year

	2018	2017
	£	£
Trade creditors	**67,671**	*53,600*
Other taxation and social security	**504**	*3,394*
Other creditors	**261**	*1,371*
Accruals and deferred income	**35,788**	*71,364*
	104,224	*129,729*

	2018	2017
	£	£
Deferred income		
Deferred income at 1 September 2017	**14,438**	*7,651*
Resources deferred during the year	**15,526**	*14,438*
Amounts released from previous years	**(14,438)**	*(7,651)*
Deferred income at 31 August 2018	**15,526**	*14,438*

At the balance sheet date the trust was holding funds received in advance for rates rebate and DFC income for the next academic year.

17. Statement of funds

	Balance at 1 September 2017 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2018 £
Unrestricted funds						
Unrestricted general funds	**125,829**	**86,389**	**-**	**-**	**-**	**212,218**
Restricted funds						
General Annual Grant (GAG)	**59,617**	**1,869,442**	**(1,655,195)**	**(40,485)**	**-**	**233,379**
Donations	**4,341**	**2,000**	**(6,341)**	**-**	**-**	**-**
Pupil premium	**-**	**158,116**	**(158,116)**	**-**	**-**	**-**
Other grants	**-**	**231,361**	**(231,361)**	**-**	**-**	**-**
Pension reserve	**(119,000)**	**-**	**(69,000)**	**-**	**32,000**	**(156,000)**
	(55,042)	**2,260,919**	**(2,120,013)**	**(40,485)**	**32,000**	**77,379**
Restricted fixed asset funds						
Fixed assets purchased from GAG and other restricted funds	**54,877**	**-**	**-**	**40,485**	**-**	**95,362**
DfE/ESFA Capital grants	**4,003,367**	**6,970**	**(184,964)**	**-**	**-**	**3,825,373**
	4,058,244	**6,970**	**(184,964)**	**40,485**	**-**	**3,920,735**
Total restricted funds	**4,003,202**	**2,267,889**	**(2,304,977)**	**-**	**32,000**	**3,998,114**
Total of funds	**4,129,031**	**2,354,278**	**(2,304,977)**	**-**	**32,000**	**4,210,332**

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

Restricted funds

GAG must be used for the normal running costs of the trust. Under the funding agreement with the Secretary of State, the trust was not subject to a limit on the amount of GAG that could be carried forward at 31 August 2018.

Other DfE/ESFA and government grants are used specifically for the purpose for which they are intended.

Restricted fixed asset funds

DfE/ESFA capital grants relate to expenditure incurred on furniture and equipment.

Other capital grants brought forward relate to the expenditure on the Youth Cafe.

17. Statement of funds (continued)

Unrestricted funds

Unrestricted funds relate to hire of facilities and match day income and expenditure and may be used towards meeting any of the charitable objectives of the trust at the discretion of the governors.

Statement of funds - prior year

	Balance at 1 September 2016 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 August 2017* £
Unrestricted general funds	*(8,437)*	*134,475*	*(209)*	-	-	*125,829*
Restricted funds						
General Annual Grant (GAG)	*171,646*	*1,582,261*	*(1,639,413)*	*(54,877)*	-	*59,617*
Donations	*2,111*	*6,230*	*(4,000)*	-	-	*4,341*
Pupil premium	-	*124,169*	*(124,169)*	-	-	-
Other grants	-	*53,382*	*(53,382)*	-	-	-
Pension reserve	*(173,000)*	-	*(66,000)*	-	*120,000*	*(119,000)*
	757	*1,766,042*	*(1,886,964)*	*(54,877)*	*120,000*	*(55,042)*
Restricted fixed asset funds						
Fixed assets purchased from GAG and other restricted funds	-	-	-	*54,877*	-	*54,877*
DfE/ESFA Capital grants	*4,181,235*	*(5,529)*	*(172,339)*	-	-	*4,003,367*
	4,181,235	*(5,529)*	*(172,339)*	*54,877*	-	*4,058,244*
Total restricted funds	*4,181,992*	*1,760,513*	*(2,059,303)*	-	*120,000*	*4,003,202*
Total of funds	*4,173,555*	*1,894,988*	*(2,059,512)*	-	*120,000*	*4,129,031*

18. Analysis of net assets between funds

	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £
Tangible fixed assets	-	-	3,912,551	3,912,551
Current assets	316,442	233,379	8,184	558,005
Creditors due within one year	(104,224)	-	-	(104,224)
Provisions for liabilities and charges	-	(156,000)	-	(156,000)
	212,218	77,379	3,920,735	4,210,332

Analysis of net assets between funds - prior year

	Unrestricted funds 2017 £	*Restricted funds 2017 £*	*Restricted fixed asset funds 2017 £*	*Total funds 2017 £*
Tangible fixed assets	-	-	*4,051,275*	*4,051,275*
Current assets	*255,558*	*63,958*	*6,969*	*326,485*
Creditors due within one year	*(129,729)*	-	-	*(129,729)*
Provisions for liabilities and charges	-	*(119,000)*	-	*(119,000)*
	125,829	*(55,042)*	*4,058,244*	*4,129,031*

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2018 £	*2017 £*
Net income/(expenditure) for the year (as per Statement of Financial Activities)	49,301	*(164,524)*
Adjustment for:		
Depreciation charges	181,184	*172,339*
Loss on the sale of fixed assets	3,780	*539*
Decrease in stocks	2,674	*6,551*
(Increase)/decrease in debtors	(18,443)	*98,122*
(Decrease)/increase in creditors	(25,507)	*30,696*
Capital grants from DfE and other capital income	(6,970)	*5,529*
Defined benefit pension scheme cost less contributions payable	67,000	*63,000*
Defined benefit pension scheme finance cost	2,000	*3,000*
Net cash provided by operating activities	255,019	*215,252*

20. Analysis of cash and cash equivalents

	2018 £	2017 £
Cash in hand	**468,025**	*252,274*
Total	**468,025**	*252,274*

21. Contingent liabilities

During the period of the funding agreement, in the event of the sale or disposal by other means of any asset for which a government capital grant was received, the trust is required either to re-invest the proceeds or to repay to the Secretary of State for Children, Schools and Families the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

Upon termination of the Funding Agreement, whether as a result of the Secretary of State or the trust serving notice, the trust shall repay to the Secretary of State sums determined by reference to:

(a) the value at that time of the trust's assets held for the purpose of the trust, and
(b) the extend to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the Funding Agreement.

22. Pension commitments

The trust's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Aon Hewitt. Both are Multi-employer defined benefit pension schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016.

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

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014

22. Pension commitments (continued)

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%.

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2019.

The employer's pension costs paid to TPS in the period amounted to £123,609 *(2017 - £94,804)*.

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx).

Under the definitions set out in FRS 102, the TPS is an unfunded 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.

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2018 was £99,000 *(2017 - £56,000)*, of which employer's contributions totalled £70,000 *(2017 - £38,000)* and employees' contributions totalled £29,000 *(2017 - £18,000)*. The agreed contribution rates for future years are 16% for employers and 5.5% and 12.5% for employees.

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

	2018	*2017*
Discount rate for scheme liabilities	**2.80 %**	*2.50 %*
Rate of increase in salaries	**3.25 %**	*3.15 %*
Rate of increase for pensions in payment / inflation	**2.00 %**	*1.90 %*
Inflation assumption (CPI)	**2.00 %**	*1.90 %*
RPI increases	**3.10 %**	*3.00 %*

22. Pension commitments (continued)

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

	2018	*2017*
Retiring today		
Males	**22.1**	*22.1*
Females	**25.3**	*25.2*
Retiring in 20 years		
Males	**23.1**	*23.0*
Females	**27.1**	*27.0*

Sensitivity analysis	**At 31 August 2018 £**	*At 31 August 2017 £*
Discount rate +0.1%	**545,000**	*405,000*
Discount rate -0.1%	**574,000**	*419,000*
Mortality assumption - 1 year increase	**543,000**	*400,000*
Mortality assumption - 1 year decrease	**575,000**	*424,000*
CPI rate +0.1%	**564,000**	*416,000*
CPI rate -0.1%	**554,000**	*408,000*

The trust's share of the assets in the scheme was:

	Fair value at 31 August 2018 £	*Fair value at 31 August 2017 £*
Equities	**300,638**	*225,903*
Gilts	**43,524**	*28,128*
Corporate bonds	**14,105**	*11,427*
Property	**16,926**	*13,185*
Cash and other liquid assets	**8,866**	*4,395*
Other	**18,941**	*9,962*
Total market value of assets	**403,000**	*293,000*

The actual return on scheme assets was £11,000 *(2017 - £20,000).*

22. Pension commitments (continued)

The amounts recognised in the Statement of financial activities incorporating income and expenditure account are as follows:

	2018	2017
	£	£
Current service cost	(137,000)	(101,000)
Interest income	9,000	5,000
Interest cost	(11,000)	(8,000)
Total	(139,000)	(104,000)

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

	2018	2017
	£	£
Opening defined benefit obligation	412,000	391,000
Current service cost	137,000	101,000
Interest cost	11,000	8,000
Employee contributions	29,000	18,000
Actuarial gains	(30,000)	(105,000)
Benefits paid	-	(1,000)
Closing defined benefit obligation	559,000	412,000

Movements in the fair value of the trust's share of scheme assets:

	2018	2017
	£	£
Opening fair value of scheme assets	293,000	218,000
Interest income	9,000	5,000
Actuarial losses	2,000	15,000
Employer contributions	70,000	38,000
Employee contributions	29,000	18,000
Benefits paid	-	(1,000)
Closing fair value of scheme assets	403,000	293,000

23. Operating lease commitments

At 31 August 2018 the total of the trust's future minimum lease payments under non-cancellable operating leases was:

	2018 £	2017 £
Amounts payable:		
Within 1 year	**36,903**	*38,362*
Between 1 and 5 years	**62,218**	*35,105*
Total	**99,121**	*73,467*

24. Members' liability

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

25. Related party transactions

Owing to the nature of the trust and the composition of the board of governors being drawn from local public and private sector organisations, transactions may take place with organisations in which governors have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH and with the trust's financial regulations and normal procurement procedures. The following related party transactions took place in the period of account.

One In A Million (Sports)
(Member of One In A Million Free School)
One In A Million Free School recharged costs to One In A Million (Sports), a registered charity, amounting to £17,125 (2017: £1,573). One In A Million (Sports) recharged costs to One In A Million Free School amounting to £3,472 (2017: £284).

At the balance sheet date the amount due from One In A Million (Sports) was £4,683 (2017: £9,796) and the amount due to One In A Million (Sports) was £1,137 (2017: £4,582).

One In A Million (Enterprises) Limited
One In A Million Free School recharged costs to One In A Million (Enterprises) Limited amounting to £1,064 (2017: £4,293). One In A Million (Enterprises) Limited recharged costs to One In A Million Free Schools amounting to £642 (2017: £nil).

At the balance sheet date the amount due from One In A Million (Enterprises) Limited was £488 (2017: £3,266).