

St Francis and St Clare Catholic Multi Academy Company
(Formerly known as Bishop Cleary Catholic Multi Academy Company)

Annual Report and Financial Statement
Year ended 31 August 2019

(A Company Limited by Guarantee)
Company Registration Number: 08578428 (England and Wales)

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St Francis and St Clare Catholic Multi Academy Company
(Formerly known as Bishop Cleary Catholic Multi Academy Company)

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St Francis and St Clare Catholic Multi Academy Company
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Reference and Administrative Details

Members: A Hardy, Deacon D Palmer, Father J Vesey, Archbishop B Langley

Trustees: **M Crisp** (appointed 10.05.2018) (reappointed 01.09.2019)
M Darmody (Vice Chair) (termination 07.06.2019)
A Fones (Staff Director) (termination 10.10.2018)
Dr R Grinsted appointed 01.09.2019
*M Hazeldine (Principal and Accounting Officer)** Appointed 01.09.2018 (termination 31.08.2019)*
*S McHale (Principal Director)** Appointed 01.09.2018 (termination 31.08.2019)*
C Mergen (appointed 21.12.2017) (reappointed 01.09.2019)
R W Morgan ** appointed 01.09.2019
*M P Posiwnycz ** (termination 31.08.2019)*
C Pugh (appointed 16.03.2018) (termination 31.08.2019)
R Rose (Staff Director) (termination 31.08.2019)
N Anderton appointed 22.10.2019
A M Shorthouse ** (reappointed 01.09.2019)
F R Tunney (termination 31.08.2019)
Dr C Walker (Chair) ** reappointed 01.09.2019
G. Walker (Vice Chair) ** appointed 01.09.2019
*R E Watkins ** (termination 31.08.2019)*

****Members of the Finance, Resources, Staffing & Audit and Risk Committee**

Company Secretary/Chief Operating Officer

B Raj

Executive Senior Management Team

T Ellis (Catholic Senior Executive Leader and Accounting Officer 01.09.2019)
B Raj (Chief Operating Officer)

Senior Management Team 1

- Principal
- Acting Principal
- Vice Principal
- Acting Vice Principal

S McHale (left 31.08.2019)
L Bradley (appointed 01.09.2019)
L Bradley (left 31.08.2019)
A Brereton (appointed 01.09.2019)

Senior Management Team 2

- Principal
- Assistant Principal

J Hanslip
C Dawes

Senior Management Team 3

- Principal
- Assistant Principal

M Pitcher
T Picken

Senior Management Team 4

- Principal
- Acting Vice Principal

J Byrne
J Morgan

St Francis and St Clare Catholic Multi Academy Company
Reference and Administrative Details (continued)

Senior Management Team 5

- Principal
- Business Director
- Vice Principal
- Senior Assistant Principal
- Assistant Principal - Director of Safeguarding
- Assistant Principal - Director of English
- Assistant Principal - Director of RE
- Assistant Principal - Director of Behaviour
- Assistant Principal - Director of Maths

M Hazeldine
 B Raj (left 31.12.2018)
 A Letheren
 S Wilcox
 E Gibbons
 G Higham
 P Katumba (left 31.08.2019)
 J Buckle
 R Morris

Academies joining the Multi Academy 01.09.2019

Senior Management Team 6

- Acting Principal
- Vice Principal

J Wardle
 C Beech

Senior Management Team 7

- Principal
- Assistant Principal

A Jewkes
 S Wilkes

Senior Management Team 8

- Principal
- Vice Principal
- Assistant Principal

V Minihane
 S Smith
 S Mullrooney

Senior Management Team 9

- Principal
- Acting Principal
- Vice Principal
- Acting Vice Principal
- Assistant Principal
- Assistant Principal
- Assistant Principal
- Assistant Principal
- Assistant Principal
- Assistant Principal
- Business Director

T Ellis (left 31.08.2019)
 L Craig (appointed 01.09.2019)
 L Craig (left 31.08.2019)
 D Harris
 R Coombs
 C Durkins
 B O'Sullivan
 M Buzzing
 P Taylor
 P Senese
 S Williams

St Francis and St Clare Catholic Multi Academy Company
Reference and Administrative Details (continued)

Company Registration Number	08578428 (England and Wales)
Independent Auditors	Cooper Parry Group Ltd 8 Calthorpe Road Edgbaston Birmingham B15 1QT
Bankers	Lloyds Bank Plc Wolverhampton Queen Square Birmingham OSC Ariel House 2138 Coventry Road Sheldon B26 3JW
Solicitors	Howes Percival LLP Nene House 4 Rushmills Northampton 7YB

St Francis and St Clare Catholic Multi Academy Company
(Formerly known as Bishop Cleary Catholic Multi Academy Company)

Trustees' Report

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2018 to 31 August 2019. The annual report serves the purposes of both a trustees' report and a Directors' report, including a strategic report, under company law.

The Trust operates 7 primaries for pupils aged 3 to 11, of which 4 include nurseries and two secondary academies for pupils aged 11 - 18 in Wolverhampton, West Midlands. Its academies have a combined pupil capacity of 3715 plus 108 Nursery and had a roll of 3823 in the school census on October 2019

The Trust expanded 1st September 2019 increasing from 4 to 7 primaries and 1 to 2 secondaries. This involved the coming together of Pope John XXIII Catholic Multi Academy Company and Bishop Cleary Catholic Multi Academy Company. The formerly known Bishop Cleary Catholic Multi Academy changed its name on 6th August 2019 to St Francis and St Clare Catholic Multi Academy Company. This report shares data and financial statements for 4 primaries and 1 secondary, formerly known as Bishop Cleary Catholic Multi Academy Company. The remaining 3 primaries and 1 secondary can be found in the final Pope John XXIII Trustees report for the period 1st September 2018 to 31 August 2019

Structure, Governance and Management

Constitution

The St Francis and St Clare Catholic Multi Academy Company is a company limited by guarantee and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Trust.

The Trustees are also the Directors of the charitable company for the purposes of company law. The charitable company is known as St Francis and St Clare Catholic Multi Academy Company.

Details of Directors who served throughout the year are included in the Reference and Administrative Details on page 2 - 3

St Francis and St Clare Catholic Multi Academy Company (formerly known as Bishop Cleary Catholic Multi Academy Company) is made up of the following Academies:

St Michael's Catholic Primary Academy
SS Mary and John's Catholic Primary Academy
St Teresa's Catholic Primary Academy
SS Peter and Paul Catholic Primary Academy and Nursery
St Edmund's Catholic Academy

Wef 1st September 2019 the following Academies joined St Francis and St Clare Catholic Multi Academy Company:

St Mary's Catholic Primary Academy and Nursery
Corpus Christi Catholic Primary Academy and Nursery
Holy Rosary Catholic Primary Academy
Our Lady and St Chads Catholic Academy

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.

St Francis and St Clare Catholic Multi Academy Company
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Trustees' Indemnities

As of 1st September the Academy Trust has opted into the Department of Education Risk Protection Arrangement ('RPA') an alternative to insurance where UK government funds cover losses that arise. The scheme protects Members, Trustees and the Local Governing Body members from claims arising from negligent acts, errors or omissions occurring whilst on Academy Trust business. The scheme provides cover up to £10,000,000.

Method of Recruitment and Appointment or Election of Trustees

Full details are laid out in the Articles of Association the number of Directors shall not be less than three but shall not be subject to a maximum. All Directors shall upon their appointment or election give a written undertaking to the Founder Member, the Trustees and the Diocesan Bishop substantially in the form annexed in the Articles of Association to uphold the Object of the Company.

As part of the procedure for the recruitment of new members the completion of the Academy Foundation Director Application Form is compulsory and submitted to the Diocese for the approval of the Bishop. Any new member must also complete the Deed of Adherence to the Scheme of Delegation and an undertaking to the Diocesan Bishop. The Directors are appointed by the members reflecting their skill set.

Principal Activities

The principal activity of the trust is to; establish, maintain, manage and develop its academies offering a broad and balanced curriculum; is specifically restricted to the following: to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing Catholic schools designated as such ("the Mainstream Academies") offering a broad and balanced curriculum or 16 to 19 Academies offering a curriculum appropriate to the needs of its students ("the 16 to 19 Academies") and in each case conducted as Catholic Schools in accordance with the Code of Canon Law of the Latin Church from time to time and the doctrinal, social and moral teachings of the Catholic Church from time to time and following the directives and policies issued by the Diocesan Bishop to ensure that the formation, governance and education of the Academies is based on the principles of Catholic doctrine, and at all times serving as a witness to the Catholic faith in Our Lord Jesus Christ.

Policies and Procedures Adopted for the Induction and Training of Trustees

New Directors and Governors are formally written to on appointment and supplied with relevant details on Governance as well as a copy of the Scheme of Delegation and information from the Birmingham Diocese. Training is available from external providers and the Diocese, that run a wide range of courses aimed specifically at Governors and Directors. This is made available and members encouraged to attend. Opportunities for key Governance members to meet others and Senior teams is made available as well as contributing to strategic leadership through targeted group meetings of Chairs and Vice Chairs and Away Days.

St Francis and St Clare Catholic Multi Academy Company
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Organisational Structure

The Board of Directors have the ultimate responsibility for the St Francis and St Clare Catholic Multi Academy Company. The Accounting Officer is also the Catholic Senior Executive Leader of the Company and has ultimate responsibility for the operations and controls in place. Where appropriate, duties are delegated to Committees, Local Governing Bodies and Principals.

Leadership and Management across the Multi Academy is delegated by Directors to the Executive/Senior Leadership Teams reporting back through the various Committees. The levels of responsibility and accountability laid out in the schemes of delegation are adhered. The Board with the support of the Executive Team maintains overall control for the activities and performance of the Company. The appointment of Directors, Governors, significant external partners, CSEL/COO/Principal/Vice Principal appointments, approval of Annual Financial Statements and Budgets remain the responsibility of the Board. They also take responsibility of ratifying policies and procedures implemented within the Company. The Board, in the performance of its duties, pays due regard to the advice and information provided by the supporting committees and Local Governing Bodies.

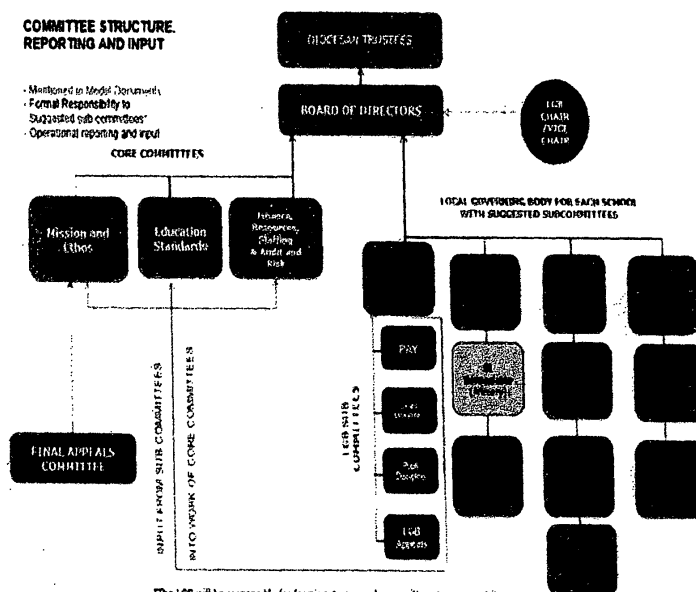
The Board has constituted 3 Core Committees dealing respectively with

- Mission and Ethos
- Education Standards
- Finance, Resources, Staffing & Audit and Risk

The Board develops terms of reference detailing the functions delegated to that Core Committee. It is anticipated that the CSEL and the Local Governing Body will provide input to the Core Committees about the work being undertaken at Academies, encourage collaborative working across the Academies in the MAC, (and possibly beyond) share best practice and expertise.

COMMITTEE STRUCTURE REPORTING AND INPUT

- Mentioned in Model Documents
- Formal Responsibility to suggested sub-committees
- Operational reporting and input



The LGB will be responsible for forming its own sub-committees to carry out its governance function, mostly commonly as above, though other sub-committees can be formed if required

St Francis and St Clare Catholic Multi Academy Company
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Arrangements for Setting Pay and Remuneration of Key Management Personnel

St Francis and St Clare Catholic Multi Academy Company reviews and publishes its Pay Policy that sets its arrangements for setting pay and remuneration for key management positions. The Pay Policy is agreed annually by the Board of Directors. National documents such as the NJC (National Joint Council) and STPCD (School Teachers Pay and Conditions document) are taken into consideration. An appointments panel of the Board is responsible for key appointment of key management positions with the attendance from the Diocese.

Trade Union facility time

St Francis and St Clare Catholic Multi Academy Company does not have any formal agreements with any trade unions under a facilities agreement.

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
1	1

Percentage of time spend on facility time

Percentage of time	Number of employees
0%	
1-50%	1
51-99%	
100%	

Percentage of pay bill spend on facility time

The internal school staff meet informally with the Principal during normal school work, to identify and address any concerns or general update.

Related Parties and other Connected Charities and Organisations

The Company works in collaboration with local secondary providers to offer further choice on courses at 6th form. The Company also has strong collaborative links with local catholic schools and local learning communities.

St Francis and St Clare Catholic Multi Academy Company
(Formerly known as Bishop Cleary Catholic Multi Academy Company)

Objectives and Activities for the former Bishop Cleary Catholic Multi Academy Company were known as:-

Objects and Aims

The principal object and aims of the Company are specifically restricted to the following: to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing Catholic schools offering a broad and balanced curriculum and conducted as Catholic Schools in accordance with the Code of Canon Law of the Latin Church from time to time and the doctrinal, social and moral teachings of the Catholic Church from time to time and following the directives and policies

issued by the Diocesan Bishop to ensure that the formation, governance and education of the Academies is based on the principals of Catholic doctrine, and at all times serving as a witness to the Catholic faith in our Lord Jesus Christ.

Our Motto

Learning and growing together in Christ

Our Mission

To make Christ known to all people - placing Christ and the teaching of the Catholic Church at the Centre of all we do. We will strive for educational excellence, by growing in faith and understanding together:

Our Vision

- We aspire to provide outstanding teaching and learning for all our pupils
- We aim to work in partnership with each other to provide creative and innovative opportunities for all members of our multi-academy community
- We aim to carry out our work ethically, preparing pupils to make a valuable contribution for the common good in our wider, diverse society
- We aim to instil excellence in all we do, striving towards continuous improvement

Objectives, Strategies and Activities

The main objectives for the year and the strategies for achieving them for each Academy are as follows:

St Michael's Catholic Primary Academy and Nursery - Review of Improvement Priorities in 2018 -19

<u>Priority Area</u>	<u>Objectives 2018 -19</u>	<u>Review & Outcome July 2019</u>
<u>Outcomes</u>	<ul style="list-style-type: none"> • Improve percentage of pupils attaining national expectations in core subjects at KS2 • Ensure boys attain as well as girls in writing and GPS • At least 75% of pupils achieve a GLD at end of FS • Continue to improve outcomes for SEND pupils 	<ul style="list-style-type: none"> • PARTIALLY ACHIEVED: <u>Reading:</u> 73% - in line with 2018 (75%). <u>Writing:</u> 70% (23% Greater Depth): slight increase on 2018 (68% / 21%). <u>Maths:</u> 77% - increase on 2018 (68%). <u>GPS:</u> 83% - in line with 2018 (82%) <u>Science:</u> 73% - decrease on 2018 (79%) • Not ACHIEVED - 70% • PARTIALLY ACHIEVED: Reading: 60%; Writing: 20%; GPS 40%; Maths: 40%; science: 20%
<u>Teaching, Learning & Assessment</u>	<p><u>Develop curriculum to:</u></p> <ul style="list-style-type: none"> • Continue to provide greater opportunity to practice maths and literacy in another context and consolidate core skills. • Provide high prominence of key language across all curriculum areas. • Ensure teachers are confident in delivering a bespoke curriculum that challenges all pupils promoting greater depth of study. • Continue to gain consistency in the effectiveness of teacher's marking and feedback on learning to move learning on quickly. • Continue to improve teaching for SEND pupils so that activities provide appropriate challenge and encourage more independent working. 	<ul style="list-style-type: none"> • ACHIEVED as evidenced in internal and external monitoring and reports. • ACHIEVED: environments are now more language-rich. • PARTIALLY ACHIEVED - ongoing CPD. • ACHIEVED. • PARTIALLY ACHIEVED - greater challenge and independence achieved but not sufficiently showing in outcomes yet.
<u>Leadership & Management</u>	<ul style="list-style-type: none"> • Develop a skills based curriculum to allow greater opportunity for open-ended investigation and promote limitless learning for all pupils. • Develop leadership in Science 	<ul style="list-style-type: none"> • PARTIALLY ACHIEVED. • ACHIEVED - new Science leader well supported by previous Science leader. • N/A - English lead left in Jan 2019 for Assistant Headteacher post.
<u>Personal Development Behaviour & welfare</u>	<ul style="list-style-type: none"> • Develop independence skills to enable pupils to make choices and develop their learning. Further develop opportunities for pupils to take on responsibilities & show initiative contributing to the curriculum, ethos and catholic life. 	<ul style="list-style-type: none"> • ACHIEVED: evidenced in termly projects, pupil-led fundraising, School Council activities etc.
<u>EYFS</u>	<p>Improve overall outcomes at GLD with particular emphasis on communication and language.</p>	<p>ACHIEVED: Number increased by 9%, C&L strong outcomes compared with verall GLD: L&A 2+ 87% (3 = 13%), Speaking 2+ 83% (3 = 13%), Understanding 2+ 83% (3 = 10%).</p>

<u>RE &</u> <u>Catholic Life</u>	To develop teaching and learning in RE so that it is consistently good in all year groups and 75% of teaching is outstanding.	• PARTIALLY ACHIEVED: teaching is consistently good. Outstanding not yet 75%.
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St Michael's Catholic Primary Academy & Nursery**School Development & Improvement Plan 2019-2020**

Priority	Success criteria
1 Quality of Education: <ul style="list-style-type: none">• To secure consistently good teaching and learning.• To secure consistent progress in writing across the whole academy.• To raise attainment in Year 1 Phonics.• Ensure boys attain as well as girls in CL at end of EYFS.• Increase the % of pupils who achieve a Good Level of Development at the end of EYFS.• To ensure teachers have high expectations of pupils' handwriting and presentation.• Teachers and pupils to routinely address basic errors in spelling and punctuation.• To further develop our curriculum so that it is relevant, engaging and ambitious and enables our children to develop broad, deep understanding through explicitly linked curriculum areas through topic-based learning.	<ul style="list-style-type: none">- All teaching is consistently good (evidenced through monitoring).- Writing progress outcomes are evident in all classes.- At least 80% Y1 pupils pass Phonics assessment.- The gap between boys and girls in C&L at end of EYFS is at least significantly narrowed.- The Kinetic Letters programme is taught consistently resulting in excellent handwriting progression in all year groups. (evidenced through pupils' books).- Consistently high expectations of presentation, spelling and punctuation are evident in all book monitoring, including evidence of self-correction and correction following teacher marking.- St Michael's curriculum review is completed and a relevant, personalised curriculum is in place across the whole academy. (evidenced through subject leaders' folders, planning, website).
2 Behaviour & Attitudes: <p>To promote an independent love of learning that extends beyond the school day.</p> <p>To ensure high levels of attendance and punctuality across the whole school.</p>	<p>Pupils have a strong love of learning (evidenced in Pupil Voice, Pupil Questionnaires)</p> <p>High level of participation in home-school projects.</p> <p>Increased number of pupils bringing in referring to additional learning done voluntarily outside the school day.</p> <p>Parents highly value, and create, opportunities to extend their child(ren)'s learning.</p> <p>Attendance target: 97%</p>
3 Personal Development: <p>To develop the broader curriculum to promote leadership skills, resilience, confidence & independence.</p> <p>To further enable pupils to know how to keep physically and mentally healthy by widening the extra-curricular clubs available.</p> <p>To protect and prepare pupils for a positive adult life by embedding safeguarding in the curriculum.</p> <p>To introduce "Life to the Full" RSE programme in Y1-Y6.</p>	<p>Increase in pupils developing and using leadership skills, resilience, confidence and independence. (Pupil Voice, Pupil Questionnaire).</p> <p>Increased extra-curricular clubs resulting in increased uptake of extra-curricular provision enhancing physical and mental health.</p> <p>Safeguarding elements of the curriculum enable pupils to feel safe at school and to know how to stay safe. (Pupil Voice, Pupil Questionnaire).</p> <p>Staff are confident to deliver structured, age-appropriate RSE curriculum which is in line with the teaching of the Catholic Church when RSE becomes statutory in Sept 2020.</p>

4	<p><u>Leadership and Management:</u></p> <p>Train new governors and Senior Leaders in the use of data and internal monitoring to hold leaders & teachers to account for achievement of all groups of pupils.</p> <p>Acting Principal & AVP to work alongside NLE Principal / BDES Mentor for audit, strategic planning & capacity building.</p> <p>Restructure allocated link governors to ensure main priority areas have a strategic task group allocated. <i>(Recommendation from Spring 19 governance audit).</i></p>	<p>Governor Induction programme completed.</p> <p>BDES & LA Governance CPD carefully selected for impact.</p> <p>LA training re ASP data has enabled governors and senior leaders to have a secure understanding of data enabling governors to understand our strengths and areas for development, and to hold senior leaders to account.</p> <p>AP & AVP access to induction / mentor support from BDES has enabled effective leadership skills to develop rapidly.</p> <p>Restructuring of link governor areas has enabled LGB to more effectively support and challenge in key priority areas.</p>
5	<p><u>Catholic Life:</u></p> <p>Celebrate the Pope's extraordinary month for mission, allowing pupils and staff to explore and reflect upon their own mission.</p> <p>Celebrate the Year of the Word allowing pupils and staff to explore, deepen and reflect upon their own knowledge of Scripture..</p> <p>Ensure all leaders, but particularly those new / recent to post, are fully aware of our strengths and areas for development as a Catholic academy.</p> <p>Embed Sacramental preparation across the two (*three) academies and parishes.</p>	<p>Pupils and staff are able to understand and articulate the importance of mission for our academy and personally.</p> <p>Pupils and staff have a deeper understanding of the Bible as God's living Word and show deep reverence for all opportunities to hear and study it. (staff questionnaire, pupil questionnaire, learning walks, Masses, Liturgies).</p> <p>SLT & LGB have shared ownership of our Catholic School's Inspection SEF which reflects the areas of strength and development identified during the monitoring visit.</p> <p>Close collaboration with parish and SSPP enabled high-quality sacramental preparation where all children were included regardless of setting. (Feedback from families, schools and parish).</p>

SS Mary and John's Catholic Primary Academy - Review of 2018 / 2019: Self Evaluation Summary:

<u>Priority Area</u>	<u>Objectives 2018 -19</u>	<u>Review & Outcome July 2019</u>
<u>Outcomes for Pupils</u>	<p>Narrow the attainment gap in Reading, Writing, Maths, at the end of each year group, close the gap between school and National outcomes.</p> <p>85% of pupils in each year group to make at least expected progress from their starting point.</p>	<p>Partially achieved: Attainment at the end of KS2 closer to national and improved from previous two years. Progress lower than in previous year in all RWM and significantly lower than National in Maths at the end of KS2. Outcomes at the end of KS1 were significantly lower than expected, especially in writing with 41% of pupils attaining the expected standard. Attainment at the end of EYFS has remained stable and is in line with National. Phonic outcomes lowest for all years due to mobility within the cohort and cohort specific factors.</p>
<u>Teaching, Learning & Assessment</u>	<p>100% of Teaching to be consistently Good 50% of Teaching to be consistently outstanding</p> <p>Embed Assessment for Learning</p> <p>Further develop the curriculum and the quality of Teaching in Mathematics across each year group</p>	<p>Partially Achieved; Action taken where required to improve teaching that was less than good. Confirmed through regular internal monitoring and by SIP Summer Term 2018</p> <p>Achieved AFL is used in class by teachers to alter teaching to meet the needs of pupils.</p> <p>Achieved: Maths No Problem & White Rose Maths Hub methods of Teaching / Programmes of Study have improved the quality of provision across years 1 to 6 Now part of Central & Shaw Maths Hubs targeted CPD for all staff.</p>

<u>Catholicity & RE</u>	<p>Develop the role of the Link Governor ensure that Governors have a clear understanding of the quality of provision and outcomes for pupils (Attainment and Progress in RE)</p> <p>Further develop opportunities for children to plan, prepare and deliver Liturgies and reflections / daily acts of worship.</p>	<p>Achieved: Evidenced in minutes of meetings</p> <p>Achieved : Pupils are engaged in leading aspects of collective worship within the Academy. This is to be further extended through the introduction of Liturgy Leaders.</p>
<u>Leadership & Management</u>	Develop secure succession plan with effective CPD for leaders at all levels	Partially Achieved: On-going staffing changes across the company affect intended plans
<u>Personal Development, Behaviour & welfare</u>	<p>Reduce the number of persistent absentees</p> <p>Reduce the number of pupils who arrive late each day</p> <p>Ensure staff at all levels have high quality CPD in all aspects of Safeguarding / Behaviour / Welfare</p>	<p>Achieved: Reduced from 2016/2017</p> <p>Partially achieved, a small number of pupils continue to arrive late each day, these families have specific difficulties impacting on their ability to arrive on time all are being supported by the Pastoral leader. Court fines applied to Parents who take children out of school in term time for unauthorised absences.</p> <p>Achieved</p>

SS. Mary and John's Catholic Primary Academy: Improvement Plan 2019 / 2020

Quality of Provision:

- Complete a full Curriculum Review
- Provision of targeted CPD to further develop subject knowledge of all staff
- Provision for SEND / PP / More able pupils
- EYFS : The opening of Nursery Provision on site

Behaviour & Attitudes

- Personal Resilience
- Global Citizenship
- Developing skills to be a Life- Long Learner

Personal Development

- RSE
- Positive Mental Health & Well Being
- Pupil Leadership of Prayer and Worship
- Personal safety

Leadership & Management

- CPD for new staff
- CPD for new and existing leaders (subject, middle & senior)
- CPD for Governors / Directors (New MAC & new Governance Structures)

School Improvement: Intent:

- All children will develop, the age appropriate, knowledge, skills and understanding in the core skills of Reading, Writing and Mathematics in order to succeed in their future lives.
- All children will develop an appreciation of the diversity of the world in which we live and show respect, tolerance, understanding and care towards all people, the community and the environment.
- All children are able to make at least good progress from their individual starting points each year.
- All children will recognise they are unique individuals, created and loved in the image and likeness of Christ.
- All staff continue to model what it is to be a life-long learner through high quality professional development within and outside school.
- All members of the school community, Staff, Governors, Directors, Pupils and families and external agencies work together to ensure that all children are safe, happy and succeeding in all aspects of their personal and academic development.
- The Academy is a safe, happy and harmonious place of learning for all pupils, including the most vulnerable and those with special educational needs and disabilities.
- The Subject knowledge of all staff is secure in all subjects.
- Teaching across the school is at least good.
- The content and the delivery of the curriculum shows a coherent journey across each lesson and each year group.

- Effective use of curriculum enhancement including the use of appropriate equipment, visits, visitors.
- Effective use of Assessment for learning.
- Effective use of targeted support for those at risk of falling behind
- The provision of pastoral support is exceptional and meets the needs of all pupils.
- The use of external agencies is used appropriately and effectively in order to enhance / support provision.

Evaluating Impact:

Key Progress Indicators:

- All pupils will make expected progress from their starting point.
- At least 65% of pupils will achieve Age Related expectations in Reading, Writing and Mathematics combined.
- All pupils will demonstrate a positive mind set, be confident to try new things and demonstrate perseverance when attempting to master new skills.
- Pupils will be happy, safe and enjoy all aspects of their learning.
- Pupils will contribute positively to the whole school and wider community.
- Staff will be confident and skilled in teaching all aspects of the curriculum.
- All staff will have the skills to carry out their relevant roles and responsibilities

Governors and Directors hold leaders to account for standards, quality of provision and fulfill statutory duties.

SS Peter and Paul Catholic Primary Academy & Nursery- Key Objectives for the year 2018-19

Priority	2018-19 Objectives	<u>Review and Outcome</u>
Outcomes	Increase % GDS across subjects KS1 and KS2 classes Maintain positive progress measures in all subjects. Continue to remain above national attainment in Mathematics. To raise standards for PP children in mathematics Increase attainment further in writing to be in line with national at both KS1 and 2 Further improved outcomes at EYFS. At least 65% of pupils achieve a GLD and 8% Exceeding in areas of writing, reading, CLL, Number and PSED	KS1 and KS2 targets achieved or exceeded. Progress measures for all subjects above national average Partially achieved - positive progress measures, GDS above national but overall dip in EXS. Target achieved
Teaching and Assessment	Further improve the quality of teaching through more rigorous and timely feedback,	Achieved: 100% good teaching , 25% outstanding (SIA visits, Ofsted

	<p>increased triangulation activities of books, voice of learners and moderation</p> <p>To continue to improve the accuracy of half termly assessments across subjects including RE at all phases.</p> <p>Skilled differentiation ensures increased % of greater depth standard in reading, writing, maths and RE.</p> <p>To conduct a curriculum review to ensure needs of each cohort are met through planned opportunities.</p> <p>Roll out progression in language across wider curriculum Provide high prominence of key language across all curriculum areas</p> <p>Further develop 'Wider Curriculum' assessment</p>	<p>Inspection and in internal monitoring.)</p>
Personal Development, Behaviour and Welfare (Including SMSCV and RE)	<p>Improve systems for tracking behavior to identify patterns and demonstrate reduction in incidents.</p> <p>Continue to develop the impact of the Pupil Leadership Team and link their service to vocation.</p> <p>Enhance opportunities for pupils to demonstrate their faith in action</p>	<p>Achieved- reduction in incidents. Ofsted judgement of Outstanding behaviour</p> <p>Target achieved</p>
Leadership and Management	<p>Increase impact of all levels of leadership and develop evidence base to prove impact</p> <p>Enhanced coordination of SEND provision for all pupils on register and those of concern.</p> <p>Audit of SEN informs action plan. Termly SEND progress log updated and reported, termly link governor meeting</p> <p>Evidence demonstrates progress against targets. In year meetings are effective and documented as driving school improvement</p> <p>To further improve the impact of Governance on standards - Governance action plan aligns with SIP and induction handbook is revised to reflect practice for this year.</p>	<p>Achieved: Impact of current Leadership and Management evidenced in LA Audit/ Governance Review and Ofsted Inspection Outstanding judgement.</p> <p>SEN report shows impact of actions.</p> <p>Leadership reports updated following management time and indicate impact</p>
EYFS	<p>Increase GLD by responding to termly data analysis impacting on planning, provision and outcomes - target 65%</p> <p>Increase proportion of children reaching</p>	<p>Target achieved- outcomes across all areas improved on previous year</p> <p>Partially achieved further focus on</p>

	<p>exceeding in prime areas</p> <p>Developing outdoor area impacts on outcomes in CLL, Writing and PD</p> <p>GLD narrows gap with national average CLL indicators are improved upon from 2017-18 outcomes</p>	<p>writing and reading required</p> <p>Achieved</p> <p>16.7% Exceeding (above LA average)</p>
RE & Catholic Life	<p>To further develop teaching and learning in RE so that it is consistently good in all year groups and 40% of teaching is outstanding.</p> <p>Ensure consistent and accurate assessment of attainment and progress in RE. Cluster and MAC moderation externally evidences accuracy.</p> <p>Increase opportunities for whole school spiritual development</p>	<p>Partially achieved - further support required for two year groups in order to consistently meet expectation</p> <p>Partially achieved - MAC moderation did not take place but cluster group work provided benchmark</p> <p>Achieved - Dedicated INSET for staff, increasing participation and attendance at class liturgies.</p>

SS Peter and Paul Catholic Primary Academy & Nursery

School Improvement Plan Priorities 2019-2020

Priority	Success criteria
<p>1 <u>Quality of Education</u></p> <p>To conduct a Curriculum review - spotlight focus computing, MFL, PE and Music.</p> <p>Refine progression in language across wider curriculum. Provide high prominence of key language across all curriculum areas</p> <p>Further develop 'Wider Curriculum' assessment - focus PE, Computing, Art, D&T as part of rolling programme.</p>	<p>Skills maps evidence coverage and leadership reports demonstrate curriculum adaptations & impact, progression in language, and retention of knowledge.</p> <p>Knowledge based progression in language is planned across the curriculum and evidenced in books and voice surveys.</p> <p>Assessment data for each subject including performance of PP chn reported to Curriculum Standards Committee.</p>
<p>2 <u>Leadership and Management</u></p> <p>Increase impact of all levels of leadership and develop evidence base to prove impact in line with changed inspection framework.</p> <p>To further improve the impact of Governance on standards</p>	<p>Leadership reports updated following management time and indicate impact. Evidence demonstrates progress against targets. In year meetings are effective and documented as driving school improvement</p> <p>Governance action plan aligns with SIP and induction handbook is revised to reflect new inspection framework & agreed practice for this year.</p>

3	<p><u>Behaviour and Attitudes, Personal Development</u></p> <p>Wellbeing School Award - promote positive pupil mental health, wellbeing and behaviours such as resilience.</p> <p>Continue to develop the impact of the Pupil Leadership Team and link their service to vocation.</p>	<p>WAS achieved. Change group evidence positive impact on all groups from baseline audit.</p> <p>School Councillors and prefects develop and manage an action plan.</p>
4	<p><u>EYFS</u></p> <p>Continue to increase GLD by responding to termly data analysis impacting on planning, provision and outcomes</p> <p>Increase proportion of children reaching exceeding in prime areas including reading and writing.</p> <p>Developing outdoor area impacts on outcomes using outdoor provision audit</p>	<p>Intervention for those below shows accelerated progress. 70% GLD</p> <p>9% achieving 3 in identified areas number, reading and writing</p> <p>Improved outcomes PSED, PD, CLL, MD, EAD</p>
5	<p><u>RE & Catholic Life</u></p> <p>To further develop teaching and learning in RE so that it is consistently good in all year groups and 50% of teaching is outstanding.</p> <p>Ensure consistent and accurate assessment of attainment and progress in RE in line with assessment changes 2019.</p> <p>Introduce required change to policy and practice in RSE.</p>	<p>Lesson observations, work in books & termly assessments shows that teaching in RE is at least good.</p> <p>Cluster and MAC moderation externally evidences accuracy. AT1-3 evidenced appropriately.</p> <p>Fulfil RSE requirements - consultation with parents, staff training and development of curriculum</p>

St Teresa's Catholic Academy

St Teresa's 2018-19 Priority Area	Objectives 2018 -19	Review & Outcome July 2019
Outcomes for Pupils	<p>Raise pupil achievement in Mathematics to ensure KS1 and 2 outcomes so they are in-line with National averages .</p> <p>Raise attainment and progress of all pupils in Reading, Writing, Maths across the school.</p> <p>Continue to close the gap with National at EYFS</p> <p>Raise outcomes for SEND Pupils and Disadvantaged Pupils</p> <p>Accelerate pupils' progress and raise</p>	<p>Partially Achieved: Improved outcomes in 2018 at end of KS1 from 2017 outcomes in terms of progress the pupils made. KS2 Still lower than National but gap closing- Attainment over three years is showing improvement and so is progress-SIP feedback to Q&P Sept 2018.</p> <p>SEND and PP progress is broadly in-line with other pupils in school. EYFS outcomes were just below national at 70%</p> <p>Year 1 phonics result was 84%</p>

	<p>attainment for group not achieving national expectation</p> <p>Improved Outcomes for PPG children</p> <p>Exceed National for the phonic check in Y1 and improve resit success in Y2</p>	<p>which is above national yr2 was 50%.</p>
Teaching, Learning & Assessment	<p>Improve the overall quality of teaching to 100% good, 50% Outstanding so that pupils make excellent progress across the curriculum.</p> <p>Implement key policies to ensure consistency of best practice across school in assessment, core subjects and teaching and learning</p> <p>Challenge the more able disadvantaged to make better than expected progress</p> <p>To ensure that PPA lessons are of a high quality</p> <p>To develop the use of the SIMS Assessment Tool and The POS so the school has clear and measurable data for the new academic year</p>	<p>PARTIALLY ACHIEVED as evidenced in internal and external monitoring and reports. SIWG Minutes from 2018 show that progress against targets are now starting to improve in this area.</p> <p>PARTIALLY ACHIEVED as evidenced in internal and external monitoring and report –As above.</p> <p>Achieved-All PPA lessons receive One hour high quality PE provision and 1.5 hours of HLTA cover which has been planned by the CT.</p> <p>PARTIALLY ACHIEVED We are now working with the Painsley Maths Hub to challenge the More Able children.</p> <p>Achieved SIMS was developed, but we have now developed DC Pro as our comprehensive data collection system</p>
Catholicity & RE	<p>Further develop the Catholic life of the Academy in readiness for Section 48 Inspection</p> <p>Develop opportunities to evidence knowledge and understanding of Modern British Values, Catholic values and global issues.</p> <p>Continue to develop the impact of Pupils with specific responsibilities in school</p>	<p>ACHIEVED. We received Good with Outstanding on our S48 Report</p> <p>Achieved-Values and Virtues are embedded in each Gospel Assembly</p> <p>Achieved Governors now have a clearer understanding of attainment and progress in RE</p>
Personal Development, Behaviour & welfare	<p>Continue to develop knowledge and skills and expertise of Safeguarding</p> <p>MAC safeguarding audits reviewed regularly to inform the Leadership</p>	<p>Achieved-Safeguarding training has been on-going throughout the academic year with Richard Rose as evidenced in the S175 Audit and</p>

	<p>action plan.</p> <p>Reduce absence rate of persistent absentees</p> <p>Access & apply expert advice to support the small number of pupils with additional learning needs impacting behaviour</p> <p>To introduce just 3 simple rules, 1) Ready, 2) Respectful and 3) Safe</p>	<p>Review with Wolverhampton Safeguarding.</p> <p>Achieved-Safeguarding audits from external validation have been excellent</p> <p>(All SIP Reports)</p> <p>Attendance at 97.7%</p> <p>PA 1%</p> <p>Achieved- Only 1 2 day exclusion due to use sexualised language towards another pupil.</p> <p>Behaviour in school is outstanding-learning behaviours are exemplary-SIP Learning Walks and S48 Report</p>
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St Teresa's 2019-20 Priority Area	PRIORITY	SUCCESS CRITERIA
Outcomes for Pupils	<p>Increase in both expected and GDS percentages across ALL CORE subjects KS1 and KS2</p> <p>To achieve positive progress measures in all subjects.</p> <p>To achieve national attainment in all core subjects</p> <p>To raise standards for disadvantaged children in mathematics and reading.</p> <p>To increase attainment further in writing to be in line with national at both KS1 and 2</p> <p>To continue to further improved outcomes at EYFS</p>	<p>Not achieved</p> <p>GD KS1</p> <p>15% Reading</p> <p>15% Writing</p> <p>15% Mathematics</p> <p>GD KS2</p> <p>20% Reading</p> <p>20% Writing</p> <p>20% Mathematics</p> <p>Gap between PP and xPP closes at end of KS2</p> <p>EYFS</p> <p>75% of pupils achieve a GLD and 12% Exceeding in areas of writing, reading and numbers.</p>
Teaching, Learning & Assessment	<p>To continue to improve quality of teaching through more rigorous and timely feedback, increased triangulation activities of books, data and moderation</p> <p>To continue to build on the accuracy of the half-termly assessments across all subjects.</p> <p>Continue to develop more opportunities for pupils to use and</p>	<p>100% GOOD or better teaching in all observations, learning walks and drop-ins.</p> <p>Progress within lesson and from one lesson to another shows AfL strategies that move learning on, this is planned clearly in the learning journey and can easily be seen.</p> <p>Teachers are being to consistently set work that challenges the more</p>

	apply their mathematical skills through fluency, reasoning and in real-life problem solving tasks.	able pupils to achieve greater depth standard on a daily basis
Catholicity & RE	<p>Increase opportunities for whole school spiritual development in cohesion with MAC RE Coordinators</p> <p>To continue to ensure that teaching continues to be 100% good or better with at least 60% outstanding</p> <p>Ensure consistent and accurate assessment of attainment and progress in RE</p>	<p>Dedicated INSET for staff across the MAC involving One Life, increasing participation and attendance at class liturgies.</p> <p>Lesson observations, work in books & termly assessments shows that teaching in RE is at least good with a majority showing to be outstanding</p> <p>Use of the BDES Assessment Tool to assess units. Bring this together at cluster and MAC moderation externally to evidence accuracy.</p>
EYFS	<p>To continue to further improved outcomes at EYFS</p> <p>Re-develop the outdoor learning area and incorporate Forest School in to the curriculum</p>	<p>At least 75% of pupils achieve a GLD and 12% Exceeding in areas of writing, reading and numbers. To ensure all children have access to the curriculum through a holistic approach to increase the outcomes at the of EYFS</p>
Personal Development, Behaviour & welfare	<p>Continue to develop knowledge and skills and expertise of Safeguarding MAC safeguarding audits reviewed regularly to inform the Leadership action plan.</p> <p>Reduce absence rate of persistent absentees</p> <p>Behaviour data to be recorded on new Excel Spreadsheet and tracked through cohorts</p>	<p>My Concern to audit trail safeguarding concern. Use The Key to audit trail staff safeguarding training. Attendance to 98% PA down 1%</p> <p>Behaviours can be audited, tracked and data gathered on this system</p>

St Edmund's Catholic Academy

Key Performance Indicator (key priorities in yellow)	
1.1	GCSE results: P8 target 0.02 - not achieved - actual -0.22

1.2.	Key stage 3 progress: 80% of students make expected progress by the end of each year - achieved
1.3	Key stage 5: 0+ L3VA, 100% A-E - achieved at +0.05
1.4	Groups of students make progress better than national average. Gaps closing. Higher attaining PP students to match performance of whole school (Ofsted LOI: Raise progress for pupils who are disadvantaged/SEND) (Ofsted LOI: Raise aspirations of upper ability boys so they try harder in their learning) Partially achieved - PP learners in line with national average. M/F gap in line with national gaps
1.5	Monitoring and intervention with learner groups (gender/ability/PP/SEN) leads to improved progress for these students - partially achieved
2	REVIEW OF QUALITY OF TEACHING, LEARNING & ASSESSMENT - 18/19
2.1	The Learning Policy is clearly understood and followed by all staff - achieved
2.2	All teachers are clear as to what constitutes outstanding teaching and learning in their subject and strive to achieve this in their day to day practice. - achieved
2.3	100% teaching is good; at least 30% of teaching is outstanding (Ofsted LOI - Increase the proportion of outstanding teaching) achieved
2.4	Appraisal is used positively to set targets, motivate and reward. - achieved
3	REVIEW OF PERSONAL DEVELOPMENT (CARE) BEHAVIOUR AND WELFARE - 18/19
3.1	Students and staff follow the whole school behaviour for learning policy consistently - achieved
3.2	CARE values underpin all aspects of Academy life - achieved
3.3	Strategies to reduce the number of fixed term exclusions are effective, particularly regarding disadvantaged groups (Ofsted LOI- reduce exclusion rates for disadvantaged/SEND) achieved
3.4	Tutor time is used to deliver high quality activities according to the pastoral curriculum. Impact can be measured and contributes to pupil progress achieved
3.5	CARE Award promotes high standards of engagement in Academy life achieved

3.6	Attendance: No group of learners is disadvantaged by poor attendance (Ofsted LOI-raise attendance rates for disadvantaged/SEND) achieved
3.7	Inclusion: All learners have access to high quality education including those in alternative provision (St Clare's) achieved
3.8	Safeguarding processes are effective -achieved
3.9	An inclusive and broad range of enrichment activities are planned and implemented and their contribution to student and academy progress is measured - achieved
4	REVIEW OF EFFECTIVENESS OF LEADERSHIP AND MANAGEMENT 18/19
4.1	Leaders collaborate effectively with their governing body and other key stakeholders regarding school improvement - achieved
4.2	Performance management and CPD affirms and supports excellent teaching practice - achieved
4.3	Performance management/CPD systems and practices develop potential for future leaders - achieved
4.4	Leaders engage critically with literature, research and policy to contribute to school improvement - achieved
5	REVIEW OF CATHOLIC LIFE, PERSONAL DEVELOPMENT (PSHE), BUSINESS ENTERPRISE
5.1	Systems for monitoring the effectiveness of Catholic Life are well established and show impact - achieved
5.2	Staff contribution to Catholic Life is strong - achieved
5.3	Student leadership of Catholic life is strong - achieved
5.4	Catholic Life is embedded within all curriculum areas - achieved
5.5	There is a sound strategy to meet the Gatsby Benchmarks for employer engagement - achieved

5.6	All students have enough opportunities to meet all 8 Gatsby Benchmarks
6	REVIEW OF SIXTH FORM
6.1	Outcomes are in line with target grades (L3VA 0+) achieved
6.2	Quality of teaching and learning has significant impact on student progress and attainment (<i>Ofsted LOI: Raise the impact of sixth form teaching and learning on student progress and attainment</i>) - achieved
6.3	Students' independent study behaviour contributes significantly to their progress
6.4	All students leave sixth form with at least 4+ in GCSE English and Maths -achieved

St Edmund's Academy Improvement Plan 2019-2020

TOP 3 PRIORITIES FOR 2019-2020 -

Increase impact of leadership and targeted intervention so that we see:

1. Improved outcomes for upper ability boys (KS4)	2. Improved outcomes for PP learners (KS4)	3. Improved boys engagement in learning (key stage 3 and 4)
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QUALITY OF EDUCATION

Curriculum Intent priorities		SUCCESS CRITERIA
1.1	Embed a curriculum constructed to be ambitious for all , particularly disadvantaged and SEND pupils	Curriculum statements, schemes of work, lesson obs, book trawls, VOTL and progress checks evidence coverage and how it has been adapted for all learners and groups of learners
	Ensure all teachers can demonstrate how their curriculum is coherently planned and sequenced towards cumulatively sufficient knowledge and skills for future learning and employment	

	Embed a curriculum that is designed and adapted to meet the needs of SEND pupils , developing their knowledge , skills and abilities and increasing fluency and independence	
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	Curriculum Implementation priorities	success criteria
1.2	<p>Quality assurance is refined to track feedback (checking learning, identifying misconceptions, adapting as necessary without elaborate or individualised approaches)</p> <p>Embed knowledge organisers as the primary tool for helping pupils to remember long term the content they have been taught and to integrate new knowledge into larger ideas</p> <p>Reading time is given more priority in all subject areas and develops extended writing in all subjects</p> <p>Pupil articulation of learning is monitored and evaluated by departments to ensure that all learners have a clear understanding of any gaps in their knowledge</p>	Curriculum statements, schemes of work, lesson obs, book trawls, VOTL and progress checks

1.3	Curriculum Impact priorities (Outcomes are success criteria)
	Ensure excellent teaching, closer monitoring and intervention is structured so that overall yr 11 pupils make progress in line with national average: (See attached targets)
	KS 3 : 85% of pupils meet expected targets by the end of the year
	KS 3: Gap between male and female progress reduces
	Gap between SEND pupils and all pupils continues to reduce
	Gap between PP and all pupils reduces in key stage 4, sustained in KS3
	Significant increase in progress for upper ability boys

2.1	Embed the updated CARE values so that they are consistently followed by all members of the community with highly positive attitudes	<p>Further reduce gap between attendance of disadvantaged pupils and all pupils</p> <p>Further reduce exclusions for disadvantaged learners</p>
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PERSONAL DEVELOPMENT		
3.1	Improve quality assurance of the new tutorial programme so that pupils spiritual, moral, social and cultural development is enhanced in year 7-13	Audit/maps of enrichment activity (including trips and visits) measure impact via student voice (improved leadership, independence, resilience)
3.2	Embed CARE and British Values into social awareness/action campaigns (e.g. Black History Month, Mental Health Week)	VOTL

4 LEADERSHIP AND MANAGEMENT PRIORITIES		
4.1	<ul style="list-style-type: none"> Improve senior and middle leaders skills in checking on what has been learned, holding staff to account and providing necessary support and challenge 	Measurable impact of PIXL to CORE/MFL staff to develop subject pedagogy through lesson observation and progress checks
4.2	Coach middle leaders to drive improvement through distributed leadership, particularly with UPS teachers	Developed use of BLUE SKY captures and tracks teachers pedagogical and subject pedagogical development

5 SIXTH FORM	
5.1	Further improve outcomes to 0+ L3VA
5.2	Review sixth form curriculum offer to ensure it is relevant to local and regional need and serves our most disadvantaged /SEND students so that all students complete their full study programme
5.3	Ensure all CLs can articulate a clear and ambitious curriculum model for their sixth form subjects (intent, implementation, impact)
5.4	CPD for sixth form focuses on students' ability to remember long term the content they have been taught, to integrate new knowledge into larger concepts and to apply skills fluently and independently

6 CATHOLIC LIFE	
6.1	Redesign Collective Worship to further develop its spiritual mission in smaller arenas
6.2	Plan and structure the work of the new Chaplaincy at the heart of the school
6.3	Promote and develop participation in the Lourdes pilgrimage, including fundraising opportunities
6.4	Ensure all staff and students can identify what makes our Catholic community distinctive.

Public Benefit

The Directors/members confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Company's aims and objectives and in planning its future activities.

Achievements and Performance

The Achievement and Performance for each primary academy in 2019 are as follows:

	% GLD	Year 1 Phonics	KS1 Reading	KS1 Writing	KS1 Maths	KS1 RWM combined Expected	KS1 RWM combined GDS	KS2 Reading	KS2 Writing	KS2 Maths	KS2 Grammar Punctuation & Spelling	KS2 Combined RWM Expected	KS2 Combined GDS
2019 ALL	72%	74%	62%	45%	69%	41%	0%	77% 23%	70% 20%	67% 20%	77% 37%	57% 7%	7%
2019 ALL	63%	83%	74% (15%)	67% (11%)	67% (15%)	63%	8%	72% (21%)	75% (21%)	72% (38%)	83% (48%)	66%	10%
St Teresa's													
2019 ALL	64%	84%	69% 7%	72% 10%	72% 7%	69%	7%	48% 10%	62% 10%	55% 10%	59% 21%	31%	10%
St Michael's													
2019 ALL (GDS%)	70% (7%)	72%	71% (18%)	74% (11%)	71% (11%)	67% (11%)	11%	73% (30%)	70% (23%)	77% (13%)	83% (30%)	63% (13%)	13%

Going Concern

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

Financial Review

Most of the Company's income is obtained from the Education Skills Funding Agency (ESFA) in the form of recurrent grants. The use of which is restricted. The grants received from the ESFA during the year ended 31 August 2019 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The Academy has a number of financial policies in place to ensure that it maintains and develops systems of financial control which conform to the requirements of propriety, regularity and of sound financial management. These policies include: Financial Regulations, Fixed Asset, Gifts and Hospitality, Risk Management, Tendering, Whistle Blowing, Anti-Fraudulent and Corruption and Director Expenses Policy. The guidance and regulations laid out in the annual Financial Handbook is considered and implemented, as is the Company's Financial Scheme of Delegation.

Reserves Policy

The Company will review the reserve levels annually in accordance with the requirements laid down in the Master Funding Agreement and by the Education Funding Agency. The level of general reserves (excluding the pension reserve and fixed asset funds) held at 31 August 2019 is £607,622.

Required Level of Reserves

The Company will always ensure to stay within the ESFA guidelines on levels and appropriate use of reserves in line with the Reserves Policy.

Investment Policy

The Board is committed to ensuring that all funds under their control are managed in such a way as to maximise return whilst minimising risks in line with the Company's Investment Policy.

Principal Risks and Uncertainties

The Board of Directors has a risk management policy and have created a Risk Register to identify and monitor the risks faced by the Company. The Risk register is available on the intranet for all Directors and Governors to view and monitor. The key areas identified are Strategic and Reputational, Operational, Organisational, Compliance and Financial. Policies and procedures have been developed and implemented to mitigate risks. The Risk Register is to be reviewed regularly by the Finance and Resources, Audit and Risk Committee.

The major risks to which the Academy is exposed as identified by the Directors have been reviewed and systems and procedures have been established to manage those risks. The internal controls which have been put in place are regularly reviewed and tested to ensure that these are appropriate. The Board review the Risk Register regularly that can be viewed by all Directors and Governors. It assesses business, strategic and educational risks and implements risk management strategies. The process involves identifying the types of risk the Company faces, scoring and prioritising the risk in terms of their potential impact, assessing the likelihood of occurrence and identifying means of mitigating the risks. A risk register is maintained and reviewed by the Staffing, Finance and Resources Audit and Risk Committee on a regular basis.

The Multi Academy is continuing to grow, with the potential of 3 confirmed with Academy orders schools joining the Multi Academy Company in the next 3-6 months and further 1 school potentially joining in September 2020.

Fundraising

General fundraising is conducted within the ethos of our Catholic organisation. Majority of proceeds are passed to charities that are selected by our young people.

Plans for Future Periods

St Francis and St Clare Catholic Multi Academy Company will continue to strive to provide good to outstanding education and improve the levels of performance of its children and young people at all levels. The Multi Academy Company will continue to aim to attract high quality teachers and support staff in order to deliver its objectives, raising standards of teaching and learning from the baseline at the start of the year.

The MAC recognizes the need to grow in line with the Diocese strategic plans and the need to grow the number of academies within the trust to a level that is deemed under the foreseeable future to create sustainability and viability for the Multi Academy Company. A successful MDIF grant (MAT Development and Improvement Fund) has been received to create a larger Multi Academy Company within a given time period that has been achieved

Leadership is a priority as the role of Catholic Senior Executive Leader is being embedded into the Company

School specific improvement plans have been approved at local level to sustain good schools, working towards outstanding.

The overall Multi Academy Improvement priorities for pupil outcomes have been agreed at board level and shared with the Archdiocese of Birmingham:

- ❖ Continue to improve attainment at KS2- 5 to ensure outcomes are above national average.
- ❖ Further reduce gender, ethnicity, PP, SEND gaps
- ❖ CPD priorities across all key stages to include challenge for more able pupils, thus improving % of pupils attaining GDS & higher grades
- ❖ Improve rigour of moderation and accuracy of teacher assessment data.

Funds held as Custodian Trustee on behalf of others

The Academy does not hold such funds and does not act as the Custodian Trustees of any other charity.

Auditor

In so far as the Directors are aware:

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

The auditors are appointed to a one year renewable contract on an annual basis, at the discretion of the Board, for up to a further three years.

Approved by order of the Board of Directors on 2nd December 2019 and signed on their behalf by:

Signed on behalf of the Directors



.....
Dr Christopher Walker
Chair of Board of Directors

Governance Statement

Scope of Responsibility

As Directors we acknowledge we have overall responsibility for ensuring that St Francis and St Clare Catholic Multi Academy Company 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 Directors has delegated the day-to-day responsibility to the Senior Catholic Executive Leader as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between St Francis and St Clare Catholic Multi Academy Company and the Secretary of State for Education. The Principals are also responsible for reporting to the Board of Directors any material weaknesses or breakdowns in internal control. To note the CSEL took this responsibility wef 1st September 2019, the accounts represent a period outside the timescale, and as a result, the Accounting Officer at the time, Mrs Maggie Hazeldine, still in post as a Principal has countersigned the Accounts.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Directors has formally met 5 times during the year, including an extra-ordinary meeting during this period to discuss legal documentation for the growth of the Multi Academy Company. Attendance during the year at meetings of the Board of Directors was as follows:

Director	Eligible Meetings	Meetings Attended
M Crisp	5	5
M Darmody (DoD 04.05.2019)	3	1
A Fones (resigned 10.10.18)	0	0
M Hazeldine (Principal and Accounting Officer)	5	3
C Mergen	5	5
M P Posiwnycz	5	3
C Pugh	5	0
R Rose	5	3
A M Shorthouse	5	5
F R Tunney	5	4
C Walker (Chair)	5	5
R E Watkins	5	5
S McHale	5	2

Directors are aware of their responsibilities and have appointed an external Responsible Officer to carry out regular scrutiny of financial data. This is supported by regular reports to the Local Governing Bodies and main Board of Directors. The system of internal control aims to provide as much assurance as is reasonably possible (not absolute assurance) that assets are safeguarded, transactions are properly authorised and recorded and that material errors or irregularities are either prevented or can be detected promptly.

Governance Reviews

All levels of Governance complete the skills matrix showing any areas of development or lack of expertise for Both Board of Directors and at local Academy Committees. The summary outcomes of such reviews are discussed at Board and Academy Committee meetings and appropriate actions put in place to address any shortfalls. For example, areas highlighted for further development for procurement training are discussed and the most appropriate ways to address such gaps considered.

The Finance, Resources and Staffing Audit & Risk Committee is a sub-committee of the main Board of Directors. Its purpose is to focus on :-

- Strategic Financial management of budget resources and services.
- Statutory Returns
- Financial Management
- Asset Management and Risk Management
- Company Finance Policies and guidance
- Policies for Charging and remissions
- Estate Management Plans
- Insurance

Financial year 2018/19 has concentrated in ensuring sound management of budgets, when facing restricted budgets and challenges of increasing costs. Develop sound systems of financial management with good practice and statutory policies in place and operational. The next self-evaluation for Governance will be conducted by January 2020 and reported to the Board at their next Committee.

Director	Eligible Meetings	Meetings Attended
M Hazeldine(Principal and Accounting Officer)	2	2
M P Posiwnycz	2	1
A M Shorthouse (Committee Chair)	2	2
C Walker (Chair of the Board of Directors)	2	2
R E Watkins	2	2
C Pugh	2	0
R Rose	2	0

Review of Value for Money

As Accounting Officer the Principal Director had responsibility for ensuring that the Multi Academy Company 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 Directors where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer for the Academy trust has delivered value for money during the year by:

Improving educational results:

- Continuously reviewed levels of scrutiny at all levels of Governance and management, which put accountability for pupil achievement and progress at its core. In accordance with a common format, reported to the appropriate committee on targets and monitoring. Challenge on progress and outcomes for learners
- Maintain staffing structures of the five academies, creating shared posts and expertise to maximize benefits for the company and keeping within budgets.
- Track and monitor pupil premium learners and work towards closing gaps between learners of significant

- cohorts
- Ensuring Academies continue to meet the needs of their diverse community of learners with specific and individual learning, bespoke pathways and developmental achievement benchmarks for every child
- All learners have full access to an age-appropriate curriculum, which is enhanced by additional specialist strategies and interventions that focus on the specific needs for individuals

Financial oversight and improved procurement

- Created financial policies to ensure best value for money, probity and transparency
- Achieved 'outstanding' in procedures and practices via external audit report for finances, governance, and personnel operations
- Continued to purchase as a Company on all services and goods to achieve maximum benefit on cost and provision
- Development IT support systems for communication and efficient practices
- Ensured the Board and its relevant committees received regular budget reports to promote challenge and scrutiny
- Enabled each academy to manage internally and collaboratively its budget commitments
- Committed to the exploration and generation of additional reliable revenue streams
- Successful capital bid in one Academy improving facilities and provision for learners

The Purpose of the System of Internal Control

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

Capacity to Handle Risk

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

The Risk and Control Framework

The Multi Academy 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 Directors;
- regular reviews by the Finance and Resources, Audit and Risk 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 Chief Operating Officer, Mrs Raj reports regularly to the Committee and presents financial reports.

Board of Directors appointed Cooper Parry Group Limited as the Company's Auditors to carry out external audits and perform additional checks. A detailed independent audit was also carried out by external local Auditors M3 Academy Audit & Consultancy Services Ltd and the performance was rated **outstanding** on systems and procedures in place for the Multi Academy.

M3 Academy Audit and Consultancy Services Ltd as the internal auditor's role includes giving recommendations on financial matters and performing a range of checks on the Multi Academies financial systems. In particular the checks carried out in the current period included:

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

The Chief Operating Officer's (COO) role includes giving advice on financial matters. On a termly basis, the COO reports to the Board of Directors, through the Staffing, Finances and Resources and Audit and Risk Committee on the operation of the systems of control and on the discharge of the Board of Directors financial responsibilities.

Review of Effectiveness

As Accounting Officer the CSEL 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 external auditors
- The financial management and governance self-assessment process
- The work of the COO, CSEL and Principals within the Company who have responsibilities for the development and maintenance of the internal control framework
- The work of an independent audit visit undertaken by a local consultancy firm

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Staffing, Finance and Resources, Audit and Risk Committee and plan to ensure continuous improvement of the systems in place.

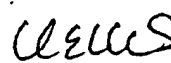
Approved by order of the members of the Board of Directors on 2nd December 2019 and signed on its behalf by:



Dr Christopher Walker
Chair of Board of Directors



Maggie Hazeldine
Accounting Officer(until 31.08.19)



Toni Ellis
Accounting Officer(wef 01.09.19)

**St Francis and St Clare Catholic Multi Academy Company
Statement on Regularity, Propriety and Compliance**

As accounting officer of St Francis and St Clare Catholic Multi Academy Company, I have considered my responsibility to notify the academy trust Board of Trustees and the Education Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook.

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

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



Toni Ellis
Accounting Officer wef 01.09.2019

2nd December 2019



Maggie Hazeldine
Accounting Officer up to 31.08.2019

St Francis and St Clare Catholic Multi Academy Company
Statement of Trustees' Responsibilities

The trustees, who are also the directors of the Charitable Company for the purposes of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with the 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 trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 2nd December 2019 and signed on its behalf by:



Dr Christopher Walker
Chair of Board of Directors

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)
Independent Auditor's Report on the Financial Statements to the Board of Trustees of The St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Opinion

We have audited the financial statements of St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company) (the 'academy trust') for the year ended 31 August 2019 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 and 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 2018 to 2019 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy trust's affairs as at 31 August 2019, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education and 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 academy trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

**St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)
Independent Auditor's Report on the Financial Statements to the Board of Trustees of The St Francis and St Clare Catholic
Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company) (continued)**

Other information

The Trustees 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. Other information includes the Reference and Administrative Details, the Trustees' Report including the Strategic Report, and the Governance Statement. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report and strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' 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 trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)
Independent Auditor's Report on the Financial Statements to the Board of Trustees of The St Francis and St Clare Catholic
Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company) (continued)**

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the academy 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 trustees 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 trustees are responsible for assessing the academy trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the academy 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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

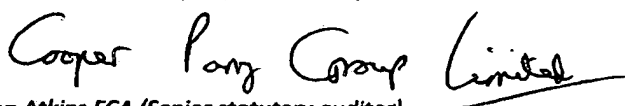
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the academy trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the academy trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the academy trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

**St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)
Independent Auditor's Report on the Financial Statements to the Board of Trustees of The St Francis and St Clare Catholic
Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company) (continued)**

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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

A handwritten signature in black ink that reads "Cooper Parry Group Limited". The signature is written in a cursive, flowing style.

Simon Atkins FCA (Senior statutory auditor)
For and on behalf of

Cooper Parry Group Limited

Chartered Accountants
Statutory Auditor

One Central Boulevard
Blythe Valley Business Park
Solihull
West Midlands
B90 8BG

2 December 2019

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Independent Reporting Accountant's Assurance Report on Regularity to St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company) and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 1 October 2019 and further to the requirements of the Education Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company) for the year ended 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to the St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company) and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Trust's members those matters we are required to state to them in an Auditors' 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 Trust and ESFA for our audit work, for this report, or for the conclusion we have formed.

Respective responsibilities of St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)'s accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)'s funding agreement with the Secretary of State for Education dated 1 July 2013 and the Academies Financial Handbook, extant from 1 September 2018, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

**St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)-
Independent Reporting Accountant's Assurance Report on Regularity to St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company) and the Education and Skills Funding Agency**

The work undertaken to draw our conclusions included:

- Reviewing the internal control policies and procedures implemented by the Academy Trust and evaluating their design and effectiveness to understand how the Academy Trust has complied with the framework of authorities;
- Reviewing the minutes of meetings of the Trustees, relevant sub-committees and other evidence made available to us, relevant to our consideration of regularity;
- Enquiries of the Accounting Officer, including reviewing the work undertaken by the Accounting Officer in relation to their Statement on Regularity, Propriety and Compliance; and
- Detailed testing of the income and expenditure of the Academy Trust based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit of the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

Conclusion

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



Cooper Parry Group Limited
Chartered Accountants
Statutory Auditors
One Central Boulevard
Blythe Valley Business Park
Solihull
West Midlands
B90 8BG

2 December 2019

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Statement of Financial Activities for the year ended 31 August 2019 (including Income and Expenditure Account)

	Note	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2019 £000	Total 2018 £000
Income and endowments from:						
Donations and capital grants	3	14	10	131	155	48
Charitable activities:						
Funding for the academy trust's educational operations	4	314	9,800	-	10,114	9,498
Other trading activities	5	219	-	-	219	159
Bank Interest	6	2	-	-	2	3
Total		549	9,810	131	10,490	9,708
Expenditure on:						
Charitable activities:						
Academy trust educational operations	7/8	(342)	(10,407)	(422)	(11,171)	(10,711)
Total		(342)	(10,407)	(422)	(11,171)	(10,711)
Net income / (expenditure)		207	(597)	(291)	(681)	(1,003)
Transfers between funds	18	(45)	45	-	-	-
Other recognised gains / (losses):						
Actuarial gains/(losses) on defined benefit pension schemes	18,26	-	(979)	-	(979)	972
Net movement in funds		162	(1,531)	(291)	(1,660)	(31)
Reconciliation of funds						
Total funds brought forward		429	(5,420)	16,482	11,491	11,522
Total funds carried forward		592	(6,951)	16,191	9,831	11,491

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Balance Sheet as at 31 August 2019

Company Number 08578428

	Notes	2019 £000	2019 £000	2018 £000	2018 £000
Fixed assets					
Tangible assets	13		16,148		16,482
Current assets					
Debtors	14	359		320	
Cash at bank and in hand		879		885	
		<u>1,238</u>		<u>1,205</u>	
Liabilities					
Creditors: Amounts falling due within one year	15	(587)		(621)	
Net current assets			<u>651</u>		<u>584</u>
			16,799		17,066
Creditors: Amounts falling due after more than one year			-		(5)
Net assets excluding pension liability			16,799		17,061
Defined benefit pension scheme liability	26		(6,968)		(5,570)
Total net assets			<u>9,831</u>		<u>11,491</u>
Funds of the academy trust:					
Restricted funds					
. Fixed asset fund	18	16,191		16,482	
. Restricted income fund	18	17		149	
. Pension reserve	18	(6,968)		(5,570)	
Total restricted funds			9,239		11,061
Unrestricted income funds	18		591		430
Total funds			<u>9,831</u>		<u>11,491</u>

The financial statements on pages 45 to 69 were approved by the trustees and authorised for issue on 2 December 2019 and are signed on their behalf by



Dr Christopher Walker
Chair of Board of Directors

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Statement of Cash Flows for the year ended 31 August 2019

	Notes	2019 £000	2018 £000
Cash flows from operating activities			
Net cash provided by / (used in) operating activities	22	(49)	63
Cash flows from investing activities	23	44	(180)
Cash flows from financing activities		-	-
Change in cash and cash equivalents in the reporting period		(5)	(117)
Cash and cash equivalents at 1 September 2018		885	1,002
Cash and cash equivalents at 31 August 2019	24	880	885

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Notes to the Financial Statements for the year ended 31 August 2019

1 Statement of accounting policies

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

Basis of Preparation

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

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company) meets the definition of a public benefit entity under FRS 102.

Going Concern

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

Income

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

- **Grants**

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

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

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

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

1 Statement of accounting policies (continued)

- **Donations**

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

- **Other Income**

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

Expenditure

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

- **Expenditure on Raising Funds**

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

- **Charitable Activities**

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

All resources expended are inclusive of irrecoverable VAT.

Tangible Fixed Assets

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

1 Statement of accounting policies (continued)

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

- | | |
|----------------------------|-----------------|
| • Long leasehold buildings | 2% (50 years) |
| • Fixtures and fittings | 10% (10 years) |
| • Computer equipment | 33.3% (3 years) |

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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

Liabilities

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

Provisions

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

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

Leased Assets

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

Agency arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the academy trust does not have control over the charitable application of the funds. The funds received and paid and any balances held are disclosed in note 26.

Financial Instruments

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

1 Statement of accounting policies (continued)

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 cost as detailed in notes 14 and 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

Taxation

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

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

Pensions Benefits

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 24, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

1 Statement of accounting policies (continued)

Fund Accounting

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

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

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

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

The academy trust makes 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 24, 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 2018 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The classification of expenditure between restricted and unrestricted is deemed as a critical area of judgement as certain expenditure can be applied to both funds. Where this is the case and the amounts in question are considered material the expenditure is apportioned to both funding streams on an appropriate basis.

Tangible fixed assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors.

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

3 Donations and capital grants

	Unrestricted Funds £000	Restricted Funds £000	Total 2019 £000	Total 2018 £000
Capital grants	-	131	131	43
Other donations	14	10	24	5
	<u>14</u>	<u>141</u>	<u>155</u>	<u>48</u>

The income from donations and capital grants was £24,000, of which £14,000 was unrestricted (2018: £5,000), £10,000 was restricted (2018: £NIL) and £131,000 was restricted fixed assets (2018: £43,000).

4 Funding for the Academy Trust's educational operations

	Unrestricted Funds £000	Restricted Funds £000	Total 2019 £000	Total 2018 £000
DfE / ESFA grants				
. General Annual Grant (GAG)	-	8,045	8,045	7,936
. Other DfE/ESFA grants	-	982	982	818
	<u>-</u>	<u>9,027</u>	<u>9,027</u>	<u>8,754</u>
Other Government grants				
. Local authority grants	-	609	609	199
. Special educational projects	-	75	75	82
	<u>-</u>	<u>684</u>	<u>684</u>	<u>281</u>
Other income from the academy trust's educational operations	314	89	403	463
	<u>314</u>	<u>9,800</u>	<u>10,114</u>	<u>9,498</u>

The funding for the Academy Trust's educational operations in 2018 was £9,498,000, of which £9,186,000 was restricted and £312,000 was unrestricted.

5 Other trading activities

	Unrestricted Funds £000	Restricted Funds £000	Total 2019 £000	Total 2018 £000
Hire of facilities	20	-	20	43
Income from ancilliary trading activities	199	-	199	5
	<u>219</u>	<u>-</u>	<u>219</u>	<u>48</u>

The income from other trading activities in 2018 of £159,000 was all unrestricted.

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

6 Investment income

	Unrestricted Funds £000	Restricted Funds £000	Total 2019 £000	Total 2018 £000
Bank interest	2	-	2	3
	<u>2</u>	<u>-</u>	<u>2</u>	<u>3</u>

The investment income received in 2018 of £3,000 was all unrestricted.

7 Expenditure

	Non Pay Expenditure			Total 2019 £000	Total 2018 £000
	Staff Costs £000	Premises £000	Other £000		
Academy's educational operations:					
. Direct costs	6,339	-	799	7,138	6,928
. Allocated support costs	1,952	357	1,724	4,033	3,783
	<u>8,291</u>	<u>357</u>	<u>2,523</u>	<u>11,171</u>	<u>10,711</u>

Net income/(expenditure) for the period includes:

	2019 £000	2018 £000
Operating lease rentals	48	48
Depreciation	422	419
Fees payable to auditor for:		
- audit	16	16
- other services	5	5

8 Charitable activities

	Total 2019 £000	Total 2018 £000
Direct costs – educational operations	7,138	6,928
Support costs – educational operations	4,033	3,783
	<u>11,171</u>	<u>10,711</u>

**St Francis and St Clare Catholic Multi Academy Company (formerly
Bishop Cleary Catholic Multi Academy Company)**

**Notes to the Financial Statements for the year ended 31 August 2019
(continued)**

8 Charitable activities (continued)

Analysis of support costs	Educational operations £000	Total 2019 £000	Total 2018 £000
Support staff costs	1,952	1,952	1,937
Staff related insurance	109	109	96
Depreciation	422	422	419
Technology costs	80	80	98
Operating lease rentals	48	48	13
Maintenance of premises and equipment	42	42	146
Cleaning	29	29	29
Rent & rates	41	41	40
Heat & light	132	132	124
Security and transport	12	12	7
Catering	465	465	429
Other support costs	384	384	229
FRS102 pension finance cost	140	140	154
Governance costs	76	76	62
Total support costs	4,033	4,033	3,783

The expenditure on charitable activities was £11,171,000 (2018: £10,711,000), of which £342,000 was unrestricted (2018: £335,000), £10,407,000 was restricted (2018: £9,957,000) and £422,000 was restricted fixed assets (2018: £419,000).

9 Staff

a. Staff costs

Staff costs during the period were:

	Total 2019 £000	Total 2018 £000
Wages and salaries	6,125	5,898
Social security costs	510	495
Operating costs of defined benefit pension schemes	1,361	1,374
Apprenticeship levy	16	14
	8,011	7,781

Supply staff costs	280	230
Staff restructuring costs	-	-
	8,291	8,011

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)
Notes to the Financial Statements for the year ended 31 August 2019 (continued)

9 Staff (continued)

Staff restructuring costs comprise:

Redundancy payments	2	-
Severance payments	-	-
Other restructuring costs	-	-
	2	-

b. Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £2,018 (2018: £NIL).

c. Staff numbers

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

	2019	2018
	No.	No.
Teachers	86	76
Administration and support	99	103
Management	17	17
	202	196

d. Higher paid staff

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

	2019	2018
	No.	No.
£60,001 - £70,000	1	3
£70,001 - £80,000	1	1
£80,001 - £90,000	1	-

e. Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £983,296 (2018: £1,056,239).

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

11 Related Party Transactions – Trustees’ remuneration and expenses

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

The value of trustees’ remuneration and other benefits was as follows:

J Hanslip (Principal and Director)

Remuneration £55,000 - £60,000 (2018: £65,000 - £70,000)

Employer’s pension contributions paid £5,000 - £10,000 (2018: £10,000 - £15,000)

A Fones:

Remuneration £0 - £5,000 (2018: £20,000 - £25,000)

Employer’s pension contributions paid £0 - £5,000 (2018: £0 - £5,000)

R Rose:

Remuneration £30,000 - £35,000 (2018: £30,000 - £35,000)

Employer’s pension contributions paid £0 - £5,000 (2018: £0 - £5,000)

M Hazeldine:

Remuneration £80,000 - £85,000 (2018: £60,000 - £70,000)

Employer’s pension contributions paid £10,000 - £15,000 (2018: £10,000 - £15,000)

S McHale:

Remuneration £55,000 - £60,000 (2018: £0)

Employer’s pension contributions paid £5,000 - £10,000 (2018: £0)

During the period ended 31 August 2019, travel and subsistence expenses totaling £462 were reimbursed or paid directly to one trustee (2018: £567 to two trustees).

12 Central Services

No central services were provided by the trust to its academies during the period and no central charges arose. All central costs are directly allocated to the Academies.

13 Trustees and officers insurance

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim. The cost of this insurance is included in the total insurance cost.

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

14 Tangible fixed assets

	Leasehold Land and Buildings £000	Fixtures and fittings £000	Computer Equipment £000	Total £000
Cost				
At 1 September 2018	18,006	243	533	18,782
Additions	8	37	44	89
Disposals	-	-	-	-
At 31 August 2019	18,014	280	577	18,871
Depreciation				
At 1 September 2018	1,729	91	481	2,301
Charged in year	360	25	37	422
Disposals	-	-	-	-
At 31 August 2019	2,089	116	518	2,723
Net book values				
At 31 August 2018	16,277	152	52	16,482
At 31 August 2019	15,925	164	59	16,148

15 Debtors

	2019 £000	2018 £000
Trade debtors	5	3
VAT recoverable	123	30
Other debtors	104	178
Prepayments and accrued income	127	109
	359	320

16 Creditors: amounts falling due within one year

	2019 £000	2018 £000
Trade creditors	248	228
Other taxation and social security	133	136
Other creditors	8	11

Accruals and deferred income

198	246
587	621

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)
Notes to the Financial Statements for the year ended 31 August 2019 (continued)

16 Creditors (continued)

	2019	2018
	£000	£000
Deferred income		
Deferred income at 1 September 2018	135	119
Released from previous years	(135)	(119)
Resources deferred in the year	101	135
Deferred Income at 31 August 2019	101	135

Deferred income at the year end is in relation to grant monies received in advance for Universal Free School Meals, Capital Funding and Rates Relief.

17 Creditors: amounts falling due with one year

	2019	2018
	£000	£000
Other creditors	-	5
	-	5

Included within other creditors due within one year is a balance of £5,111 in respect of a loan due to the ESFA.

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

18 Funds

	Balance at 1 September 2018 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2019 £000
Restricted general funds					
General Annual Grant (GAG)	145	8,045	(8,233)	45	-
Other DfE/ESFA grants	-	1,135	(1,135)	-	-
Pupil Premium	-	620	(620)	-	-
Donated assets	6	10	-	-	16
Pension reserve	(5,570)	-	(419)	(979)	(6,968)
	(5,419)	9,810	(10,407)	(935)	(6,951)
Restricted fixed asset funds					
DfE/ESFA capital grants	1,419	131	(36)	-	1,514
Capital expenditure from GAG	283	-	(7)	-	276
Donated assets	8,773	-	(224)	-	8,549
Assets on conversion	6,007	-	(155)	-	5,852
	16,482	131	(422)	-	16,191
Total restricted funds	11,063	9,941	(10,829)	(935)	9,240
Total unrestricted funds	429	549	(342)	(45)	591
Total funds	11,491	10,490	(11,171)	(979)	9,831

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

	Balance at 1 September 2017 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2018 £000
Restricted general funds					
General Annual Grant (GAG)	620	7,936	(8,228)	(183)	145
Other DfE/ESFA grants	-	640	(640)	-	-
Pupil Premium	-	610	(610)	-	-
Donated assets	10	-	(4)	-	6
Pension reserve	(6,067)	-	(475)	972	(5,570)
	(5,437)	9,186	(9,957)	789	(5,419)
Restricted fixed asset funds					
DfE/ESFA capital grants	1,414	43	(35)	-	1,419
Capital expenditure from GAG	102	-	(2)	183	283
Donated assets	8,999	-	(226)	-	8,773
Assets on conversion	6,160	-	(154)	-	6,007
	16,675	43	(417)	183	16,482
Total restricted funds	11,238	9,229	(10,376)	972	11,063
Total unrestricted funds	284	480	(335)	-	429
Total funds	11,522	9,709	(10,711)	972	11,491

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)
Notes to the Financial Statements for the year ended 31 August 2019 (continued)

18 Funds (continued)

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

Restricted general funds

Funds from the ESFA for the provision of education in line with the funding agreement.

The Pension reserve of £6,968k (overdrawn) represents the Academy Trust's share of the deficit in the West Midlands Pension Fund.

Restricted fixed asset funds

The restricted fixed asset funds relate predominantly to the assets acquired on conversion to an Academy Trust, being the properties.

Unrestricted funds

The unrestricted funds represent the surplus generated by the trust on activities for generating funds.

Total funds analysis by academy

Fund balances at 31 August 2019 were allocated as follows:

	Total 2019 £000	Total 2018 £000
St Edmunds Catholic Academy	170	261
SS Peter and Paul Catholic Primary Academy and Nursery	41	11
St Michael's Catholic Primary Academy and Nursery	95	83
St Teresa's Catholic Primary Academy	200	107
SS Mary and John's Primary Academy	101	117
Total before fixed assets and pension reserve	608	579
Restricted fixed asset fund	16,191	16,482
Pension reserve	(6,968)	(5,570)
Total	9,831	11,491

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

18 Funds (continued)

Total cost analysis by academy

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

	Teaching and Educational Support Staff Costs £000	Other Support Staff Costs £000	Educational Supplies £000	Other Costs (excluding Depreciation) £000	Total 2019 £000	Total 2018 £000
St Edmunds Catholic Academy	3,369	939	221	1,397	5,927	5,629
SS Peter and Paul Catholic Primary Academy and Nursery	755	155	22	295	1,227	1,219
St Michael's Catholic Primary Academy and Nursery	685	153	35	267	1,140	1,071
St Teresa's Catholic Primary Academy	682	139	54	281	1,155	1,102
SS Mary and John's Catholic Primary Academy	813	136	39	312	1,299	1,269
Academy Trust	6,305	1,522	371	2,552	10,750	10,290

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

19 Analysis of net assets between funds

Fund balances at 31 August 2019 are represented by:

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Intangible fixed assets				
Tangible fixed assets	-	-	16,148	16,148
Current assets	591	605	43	1,239
Current liabilities	-	(587)	-	(587)
Non-current liabilities	-	-	-	-
Pension scheme liability	-	(6,968)	-	(6,968)
Total net assets	591	(6,953)	16,191	9,831

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

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Intangible fixed assets				
Tangible fixed assets	-	-	16,482	16,482
Current assets	430	775	-	1,205
Current liabilities	-	(621)	-	(621)
Non-current liabilities	-	(5)	-	-
Pension scheme liability	-	(5,570)	-	(5,570)
Total net assets	430	(5,421)	16,482	11,491

20 Capital commitments

**2019
£000** **2018
£000**

Contracted for, but not provided in the financial statements

- -

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)
Notes to the Financial Statements for the year ended 31 August 2019 (continued)

21 Commitments under operating leases

At 31 August 2019 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2019	2018
	£000	£000
Amounts due within one year	44	48
Amounts due between one and five years	52	80
Amounts due after five years	-	-
	96	128

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

	2019	2018
	£000	£000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(681)	(1,003)
Adjusted for:		
Depreciation [note 12]	422	419
Capital grants from DfE and other capital income	(131)	(43)
Interest receivable [note 5]	(1)	(3)
Defined benefit pension scheme cost less employer deficit contributions	419	475
(Increase)/decrease in debtors	(37)	49
Increase/(decrease) in creditors	(39)	169
Net cash provided by / (used in) Operating Activities	(49)	63

23 Cash flows from investing activities

	2019	2018
	£000	£000
Dividends, interest and rents from investments	1	3
Purchase of tangible fixed assets	(87)	(226)
Capital grants from DfE/ESFA	131	43
Net cash provided by / (used in) investing activities	44	(180)

24 Analysis of cash and cash equivalents

	2019	2018
	£000	£000
Cash in hand and at bank	880	885
Notice deposits (less than 3 months)	-	-
Total cash and cash equivalents	880	885

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

25 Members liability

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

26 Pension and similar obligations

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

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

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)
Notes to the Financial Statements for the year ended 31 August 2019 (continued)

26 Pension and similar obligations (continued)

- 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 £541,271 (2018: £562,592).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The 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 pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £673,000 (2018: £552,000), of which employer's contributions totalled £552,000 (2018: £447,000) and employees' contributions totalled £121,000 (2018: £105,000). The agreed contribution rates for future years are between 17.1% and 20.2% for employers.

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.

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)
Notes to the Financial Statements for the year ended 31 August 2019 (continued)

26 Pension and similar obligations (continued)

	At 31 August 2019	At 31 August 2018
Principal actuarial assumptions		
Rate of increase in salaries	3.7%	3.8%
Rate of increase for pensions in payment/inflation	2.2%	2.3%
Discount rate for scheme liabilities	1.85%	2.65%
Inflation assumption (CPI)	2.2%	2.3%

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

	At 31 August 2019	At 31 August 2018
<i>Retiring today</i>		
Males	20.9	21.9
Females	23.2	24.4
<i>Retiring in 20 years</i>		
Males	22.6	24.1
Females	25.1	26.7

Sensitivity analysis	At 31 August 2019	At 31 August 2018
	£'000	£'000
Discount rate +0.1%	(268)	(213)
Discount rate -0.1%	143	218
Mortality assumption – 1 year increase	412	293
Mortality assumption – 1 year decrease	(397)	(285)
CPI rate +0.1%	234	186
CPI rate -0.1%	(229)	(181)

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

	Fair value at 31 August 2019	Fair value at 31 August 2018
	£000	£000
Equities	2,489	2,076
Government bonds	393	237
Other bonds	156	121
Property	338	267
Cash/liquidity	150	122
Other	614	459
Total market value of assets	4,140	3,282

The actual return on scheme assets was £50,000 (2018: £36,000).

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)
Notes to the Financial Statements for the year ended 31 August 2019 (continued)

26 Pension and similar obligations (continued)

Amount recognised in the statement of financial activities	2019 £000	2018 £000
Current service cost (net of employee contributions)	(703)	(769)
Net interest cost	(140)	(153)
Total operating charge	<u>(843)</u>	<u>(923)</u>

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

	2019 £000	2018 £000
At 1 September	(8,852)	(8,780)
Current service cost	(703)	(769)
Interest cost	(235)	(230)
Employee contributions	(121)	(105)
Actuarial gain/(loss)	(1,229)	1,014
Benefits paid	32	18
At 31 August	<u>(11,108)</u>	<u>(8,852)</u>

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

	2019 £000	2018 £000
At 1 September	3,282	2,713
Interest income	95	77
Return on plan assets (excluding net interest on the net defined pension liability)	139	(41)
Actuarial (gain)/loss	(1)	(1)
Employer contributions	552	447
Employee contributions	108	105
Benefits paid	(35)	(18)
At 31 August	<u>4,140</u>	<u>3,282</u>

27 Related party transactions

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the trust's financial regulations and normal procurement procedures. No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 9.

28 Agency Arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2019 the academy trust received £14,807 which was all disbursed.

St Francis and St Clare Catholic Multi Academy Company (formerly Bishop Cleary Catholic Multi Academy Company)

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

29 Post Balance Sheet Event

As of 1 September 2019 the Multi Academy Company has merged with Pope John XXIII Catholic Multi Academy Company.