

Registered number: 07665364

PERSHORE HIGH SCHOOL

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2015

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PERSHORE HIGH SCHOOL

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PERSHORE HIGH SCHOOL

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS MEMBERS/ TRUSTEES AND
ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2015**

Trustees

Robert Phillips, Chair of Governors
Nicholas Young, Vice Chair
Clive Corbett, Accounting Officer/Staff Governor (Headteacher)
Russell Dalton, Director Governor
Trevor West, Director Governor
Anita Iddon, Staff Governor
Graham Booth, Staff Governor
Steven Bessant, Parent Governor (resigned 8 July 2015)
Philippa Cavilla, Parent Governor
Nicola Gow, Governor
Paul Featonby, Governor
Kenneth Rowe, Governor
Elizabeth Tucker, Local Authority Governor
Melanie Chippendale, Co-opted Governor (resigned 8 July 2015)
Richard Evans, Parent Governor
Richard Charles, Parent Governor
David Riley, Governor

Members

Rob Phillips
Nick Young
Trevor West
Clive Corbett
Russell Dalton

Company registered number

07665364

Principal and registered office

Station Road
Persnore
Worcestershire
WR10 2BX

PERSHORE HIGH SCHOOL

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS MEMBERS/ TRUSTEES AND
ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2015**

Administrative details (continued)

Company Secretary

Annette Davenport

Head Teacher

Clive Corbett

Senior management team

Clive Corbett, Headteacher
Phil Hanson, Deputy Head
Andrew Nockton, Deputy Head
Graham Booth, Assistant Head
Jason Howell, Assistant Head
Russell Dalton, Finance & Business Director
Zoe Budding, Head of Student Achievement

Independent auditors

Randall & Payne LLP
Chargrove House
Shurdington Road
Cheltenham
Gloucestershire
GL51 4GA

Bankers

Lloyds Bank plc
PO Box 1000
BX1 1LT

Solicitors

Legal and Democratic Services
Worcestershire County Council
County Hall
Spetchley Road
Worcester
Worcestershire
WR5 2NP

Surveyors

Sheppard Building and Project Consultancy
The Old Stables
Hatfield Farm
Hatfield
Worcester
WR5 2PZ

PERSHORE HIGH SCHOOL

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2015

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of Pershore High School (the Academy and the group) for the ended 31 August 2015. The Trustees confirm that the Annual report and financial statements of the Academy and the group comply with the current statutory requirements, the requirements of the Academy and the group's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

Pershore High School is an Academy for boys and girls aged 12 to 18. As a good school with outstanding features we were awarded Academy status in 2011. An Ofsted inspection in 2013 confirmed this judgement. The school is located in a rural position within Worcestershire. There are currently 1103 students on roll in the school.

Structure, governance and management

CONSTITUTION

The academy is a company limited by guarantee and an exempt charity. The Charitable Company's memorandum and articles of association are the primary governing documents of the Academy.

The trustees Pershore High School and are also the directors of the Charitable Company for the purposes of company law. The Charitable Company is known as Pershore High School.

The articles of association state that the members of the Academy comprise the signatories of the memorandum, one person appointed by the Secretary of State, the Chairman of the Governors and any person appointed under Article 16. The articles of association state that the members must appoint a minimum of 3 Governors but with no maximum, including staff and parent governors.

Details of the trustees who served throughout the year except as noted are included in the Reference and Administrative Details on page 3.

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.

METHOD OF RECRUITMENT AND APPOINTMENT OR ELECTION OF TRUSTEES

The Governing body should be no bigger than 21 in number. Five of the Governors are Director Governors. The Headteacher is a Governor. A maximum of seven Governors are elected by the parental body as Parent Governors. Three of the Governors are elected by the staff of the school as Staff Governors. One Governor is nominated by Worcestershire County Council. A maximum of 9 appointed Governors and 3 Co-opted Governors.

POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

Training and induction for Governors will depend on their prior experience and/or knowledge. Most induction is carried out "in house", but external trainers may be brought in, or governors may attend external training provision as appropriate. All new Governors are expected to attend initial training run by the Local Authority. Governors are provided with copies of all the documents that they will need to undertake their role.

PERSHORE HIGH SCHOOL

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2015

ORGANISATIONAL STRUCTURE

The full Governing Body meets formally three times per year. Discussions are held and decisions are made or ratified as appropriate. There are three main committees which meet four-five times per year: Finance, Policy and Operations (F, P & O), Staffing and School Improvement. These committees provide the opportunity for detailed discussion and policy development. Interim decisions are reached at committee for ratification at full Governing Body meetings. The day to day running of the Academy is delegated to the Leadership Team (LT) who report back to the Governors' committees as appropriate.

CONNECTED ORGANISATIONS, INCLUDING RELATED PARTY RELATIONSHIPS

There were some related party relationships which are acknowledged at the Governors' meetings through the pecuniary interest forms, and any financial transactions are disclosed in the notes to the accounts. From the 19th January 2012 the Academy had a new trading company set up, and this is a wholly owned subsidiary of the Academy. The Trading Company accounts are consolidated with the Academy Trust accounts.

RISK MANAGEMENT

Operational risk is managed via a thorough risk register process which is reviewed on a regular basis.

TRUSTEES' INDEMNITIES

The academy Trust provides Indemnity insurance to cover the liability of Governors which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default, breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust.

PRINCIPAL ACTIVITIES

The principal object and activity of the Academy Trust is 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 an academy offering a broad curriculum with a strong emphasis on, but in no way limited to Technology, Mathematics and Computing.

Objectives and Activities

OBJECTS AND AIMS

The main aim of Pershore High School Academy Trust is to create a stable environment, ensuring that the high standards set by the school are maintained. Within this environment, our aim is to use the freedoms brought by Academy Status to lay down the foundations of initiatives to further enhance the quality of teaching and learning in the school, thereby maximising the opportunities for all students to realise their full potential.

Pershore High School provides high quality education in a safe, supportive and stimulating learning environment. In our school community, all people are valued and we expect them to make a positive contribution that will allow them to become responsible and independent members of society.

PERSHORE HIGH SCHOOL

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2015

OBJECTIVES, STRATEGIES AND ACTIVITIES

The main focus for the School Development Plan during this period was to raise standards of Student Achievement. This was supported by developments in academic monitoring, teaching and learning, strategic planning, leadership and management and academy and specialist activities. The school is striving to create an environment in which each individual is given the opportunity to maximise their potential in all areas of the school. With this in mind we do everything possible within the financial constraints to offer a broad and balanced curriculum.

ACTIVITIES FOR ACHIEVING OBJECTIVES

To facilitate this we have continued to develop a 5 Year Plan for the Academy, focusing both upon the key areas of the School Development Plan and more general targets related to the schools development and growth to 2019. We further strengthened governance through Academy Board decisions on its composition and powers. A succession strategy is in place, along with Strategy and Vision groups of both Governors and Staff. The key focus of leadership and management remains upon the quality of teaching and learning and student achievement. Academic monitoring has been enhanced through the success of the house system based upon vertical tutoring, under the overall charge of the Head of Student Achievement. The emphasis is upon tutors developing an increasingly academic role in working together with subject staff to raise levels of student achievement at all ages. A particularly key element of the tutors work will be the learning conversations and academic guidance that follows them. There is a continued emphasis on 'closing the gap' with those pupils identified for Pupil Premium funding with varying initiatives for both academic and aspirational achievement.

PUBLIC BENEFIT

In setting the objectives, the Trustees have given careful consideration to the charity commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education..

Achievements and performance

GOING CONCERN

In this period the main board of governors have had to approve appropriate and extensive budgetary reductions to ensure strategic financial planning is in place for the foreseeable future. These cuts include a restructure of staffing and a reduction in resources. This had been necessary due to the reduction in funding and increased costs.

After making appropriate enquiries, the board of trustees has a reasonable expectation that the 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 Accounting Policies note of the financial statements.

KEY PERFORMANCE INDICATORS

The Academy uses the progress of students at GCSE, AS and A2 levels as the main KPIs for the delivery of its primary objective, together with retaining or improving on its Good with outstanding features reports from its Ofsted visits and internal assessments. Finally the Academy uses the number of students in the Academy as a Key KPI along with the level of reserves available to continue the improvement of the site, facilities and curriculum development.

PERSHORE HIGH SCHOOL

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2015

The following are the Key Performance Indicators/Targets that have been set:

Achievement	Targets or Indicators
% 5+ including English and Maths	71
% 3 levels of progress in E/M	77.4/87.5
Progress 8 measure	+0.29 c+
KS3-KS4 progression profile	No sig minus indicators on FFT or RoL
Middle ability boys/low ability girls/SEN/Pupil Premium	No sig minus indicators on FFT or RoL
Post 16	Top 3 ALPS groups in all categories – achieved at AS (2) A2(3)

Behaviour and Safeguarding	Targets or Indicators
Attendance	96%
Exclusions	No PX. Reduced number of FTXs from 2014-15

Leadership and Management	Targets or Indicators
Middle and Senior Leaders' CPD objectives as indicated by performance management document	All CPD objectives met, whether these be preparing for promotion, broadening experience or developing skills
Governors to be fully prepared for key decision making in respect of performance management pay and post 16 curriculum developments	All Governors to receive appropriate training in these areas: designated Governors to take strategic lead roles.

Overall Effectiveness	Targets or Indicators
Destinations	100% positive at end of year 11 and 12 (no NEETS) 80% of 6 th Form leavers move to 1 st or 2 nd choice destinations
Business/Finance/VFM	Implementation of the Business Development Plan, including income generation strategy. Demonstrable impact on the S.Worcs Development Plan, esp re building issues
High profile for SMSC	Increased participation in extra-curricular and community service activities
Student engagement/retention	100% positive returns on half termly individual positive contribution logs (via tutor) Increased retention rate at 16+
Stakeholder viewpoints	Complete full range of annual surveys, and show action taken in response to points raised: high parent/student satisfaction ratings in key areas
2015-2019 Strategic Plan	To have achieved 2015 milestones To ensure viable resources stream to support all sections of the plan (not least wholes school succession planning)

Finance	Targets or Indicators
Reserves	Reserves to not fall below one month's EFA GAG funding, which will cover one month's operational expenditure and to be monitored to allow for predicted student number fluctuation 2015-2020

REVIEW OF ACTIVITIES

The accounting period runs from 1 September 2014 to 31 August 2015. The majority of the Academies income is obtained from the EFA in the form of recurrent grants and the use of which is restricted to particular purposes. The grants received from the EFA during the period ended 31 August 2015 and the associated expenditure is shown as restricted funds in the statement of financial activities.

PERSHORE HIGH SCHOOL

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015**

The Academy was also in receipt of income from the EFA which is ring fenced for capital purposes. These were in the form of Academy Capital Maintenance Funds (ACMF) and Condition Improvement Funds (CIF). This is not included within the operational reserves of the academy but is held within the Academy bank account and is reflected over two financial years.

The performance below was achieved in spite of the capital projects not having been fully completed. However, the areas that have benefited from the ACMF and CIF funding has been received by all stakeholders with exceptional positivity and has already seen a significant improvement in student performance, student and staff morale, energy saving and additional cost reductions.

Achievement	2014/15 Target	2014/15 Performance
% 5+including English and Maths	87	71
% 3 levels of progress in E/M/Both	86.0/80.0/82.0	76/87/
KS3-KS4 progression profile	No sig minus indicators on FFT or RoL	All Sig Plus
Middle ability boys/low ability girls/SEN/Pupil Premium	No sig minus indicators on FFT or RoL	All Sig Plus with the exception of SEN which was sig minus(3 students)
Post 16	Top 3 ALPS groups in all categories	
Behaviour and Safeguarding	2014/15 Target	2014/15 Performance
Attendance	96%	95.22%
Exclusions	No PX. Reduced number of FTXs from 2013	No PX. Significant reduction in number of FTXs.

Leadership and Management	2014/15 Target	2014/15 Performance
Middle and Senior Leaders' CPD objectives as indicated by performance management document	All CPD objectives met, whether these be preparing for promotion, broadening experience or developing skills	Overwhelming majority of objectives was met.
Governors to be fully prepared for key decision making in respect of performance management pay and post 16 curriculum developments	All Governors to receive appropriate training in these areas: designated Governors to take strategic lead roles.	All Governors trained and designated lead roles allocated.

Overall Effectiveness	2014/15 Target	2014/15 Performance
Destinations	100% positive at end of year 11 and 12 (no NEETS) 80% of 6 th Form leavers move to 1 st or 2 nd choice destinations	No NEETS
Business/Finance/VFM	Implementation of the Business Development Plan, including income generation strategy. Demonstrable impact on the S.Worcs Development Plan, esp re building issues	Income generation strategy implemented (£128k profits transferred to academy). Building strategy in progress to meet S.Worcs development plan.
High profile for SMSC	Increased participation in extra-curricular and community service activities	Extra-curricular participation increased.
Student engagement/retention	100% positive returns on half termly individual positive contribution logs (via tutor) Increased retention rate at 16+	Increased retention at 16+
Stakeholder viewpoints	Complete full range of annual surveys, and show action taken in response to points raised: high parent/student satisfaction ratings in key areas	From Surveys taken Stakeholder satisfaction was high.
2012-2017 Strategic Plan	To have achieved 2014 milestones To ensure viable resources stream to support all sections of the plan (not least whole school succession planning)	All milestones met.

PERSHORE HIGH SCHOOL

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2015

INVESTMENT POLICY AND PERFORMANCE

The Finance and Business Director, together with the Business Manager, will ensure that any surplus funds are deposited to maximise interest whilst maintaining a safe and secure investment strategy.

Financial review

FINANCIAL AND RISK MANAGEMENT OBJECTIVES AND POLICIES

To support the conversion to an Academy external advice was obtained to assist in the conversion process. A new risk management strategy was adopted by the Governors and a risk register compiled following a thorough review of all risks perceived by the Governors and LT to the academy. This is reviewed periodically by the F,P&O Committee. External auditors were appointed and the Academy Finance Manual was reviewed to ensure its appropriateness for the new academy.

PRINCIPAL RISKS AND UNCERTAINTIES

The principal risk areas are the protection of pupils, staff and assets as well as maintaining pupil numbers in order to manage the financial risks. Systems and procedures to minimise these are constantly being reviewed and updated.

RESERVES POLICY

The Directors in conjunction with the main board of governors need to review the resources of the Academy and recognise the need to have sufficient reserves to protect against possible reductions in the funding. The reserves will be held in line with the DfE guidelines.

The policy aims to address the Academies current, medium and long term aims and objectives without affecting its current operational activities. The Reserves are to not fall below one month's EFA GAG funding and to be monitored to allow for the predicted student number fluctuation, 2015-2020. Additionally, the reserves should ensure continuity of activities prior to the introduction of fair funding.

PRINCIPAL FUNDING

The principal source of funding is the EFA and the Department for Education grants.

Plans for future periods

FUTURE DEVELOPMENTS

In the short term, the main focus is to further build upon the school's reputation for outstanding teaching and learning. To facilitate this we have rigorously followed a programme of Learning Walks and formal Lesson Observations, based upon the more stringent new Ofsted criteria. This has led to further raised expectations in the classroom and an additional emphasis upon the loop of feedback on work through the use of the marking stamp - Teachers comment of What Went Well (www) and Even Better If (ebi) and students respond.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The Academy does not hold any funds as custodian Trustee on behalf of others.

PERSHORE HIGH SCHOOL

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015**

DISCLOSURE OF INFORMATION TO AUDITORS

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charitable group's auditors in connection with preparing their report and to establish that the charitable group's auditors are aware of that information.

This report, incorporating the Group strategic report, was approved by order of the Governing body, as the company directors, on _____ and signed on the board's behalf by:

**Robert Phillips, Chair of Governors
Chair of Trustees**



30/11/15

PERSHORE HIGH SCHOOL

GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

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

The Governing body has delegated the day-to-day responsibility to the Headteacher, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Pershore High School and the Secretary of State for Education. They are also responsible for reporting to the Governing body any material weaknesses or breakdowns in internal control.

GOVERNANCE

The information on governance included here supplements that described in the Trustees' report and in the Trustees' responsibilities statement. The Governing body has formally met 4 times during the year. Attendance during the year at meetings of the Governing body was as follows:

Trustee	Meetings attended	Out of a possible
Robert Phillips, Chair of Governors	4	4
Nicholas Young, Vice Chair	4	4
Clive Corbett, Accounting Officer/Staff Governor (Headteacher)	4	4
Russell Dalton, Director Governor	4	4
Trevor West, Director Governor	4	4
Graham Booth, Staff Governor	3	4
Steven Bessant, Parent Governor	4	4
Philippa Cavilla, Parent Governor	3	4
Nicola Gow, Governor	2	4
Paul Featonby, Governor	4	4
Kenneth Rowe, Governor	4	4
Elizabeth Tucker, Local Authority Governor	3	4
Melanie Chippendale, Co-opted Governor	4	4
Richard Evans, Parent Governor	2	4
Richard Charles, Parent Governor	2	4
David Riley, Governor	4	4

The Governing Body comprises 21 members; five of the Governors are Director Governors. The Headteacher is a Governor. A maximum of seven Governors are elected by the parental body as Parent Governors. Three of the Governors are elected by the staff of the school as Staff Governors and three Co-opted Governors. The Full Governing Body meets four times a year, there is a Chair and Vice Chair who are elected each year.

There are three main committees which meet four-five times per year: Finance, Policy and Operations (F,P&O),

Staffing and School Improvement. Each subcommittee has a Chair and Vice Chair who are elected each year and terms of reference are also agreed annually. Although the Chair of Governors can be a member of the F,P&O committee they are not allowed to chair it.

PERSHORE HIGH SCHOOL

GOVERNANCE STATEMENT (continued)

Each meeting is duly minuted and attendance records are kept, absence from three consecutive meetings could result in dismissal from the Governing Body. Competences of all Governors are considered prior to inclusion onto the Governing Body, these are further scrutinised prior to acceptance onto the F,P&O committee to ensure a thorough mix of knowledge and experience is available to give complete professional judgement on all decisions made. The main challenge that the Governors have to deal with is driving standards higher in a time of constant change with education legislation. The attendance during the year of governors at meetings was as follows:

Review of Governance

Challenges: Without doubt the greatest challenge that governors were faced with over the past year was the Change of Age Consultation and its resulting fallout. It became clear that the pressure to review the admission policy of the Academy was exacerbated by the need to respond to changes in the curriculum and assessment programme leading up to the GCSE examinations at year 11. The consultation also revealed that the schools in the Pershore pyramid would be under some pressure to look at the future structure of the educational process in terms of the 'Two Tier, Three Tier' debate. Governors are continuing to examine their stance in this context as it will have far reaching implications for the next few years.

Evaluation / Review of Governance: Two Governors resigned as full governors during the course of the year. This provided a timely opportunity to review the size and structure of the Governing body on an informal level. We decided not to replace these two governors as we wish to reduce the size of the governing body overall. However, one Governor was asked to remain as an associate to assist with the Policy Review sub-group. Governors will monitor the impact of the reduction and examine whether further reduction in size would be beneficial.

Self-Evaluation / External Review: As part of its brief the Strategy Sub Group monitors the performance of the Governing body and communicates its views to the rest of the Governors and the Senior Leadership Team. There is no fixed date or process for this as it is seen as an ongoing activity. There are no plans at present for an external review.

The Finance and General Purposes Committee is a sub-committee of the main board of trustees. Its purpose is to draft the first formal budget plan of the financial year, establish and maintain an up to date 3 year financial plan, to ensure that the school operates within the Financial Regulations as dictated by the Academies Financial Handbook, determining whether sufficient funds are available for pay increments as recommended by the Headteacher and to review the body's internal and external financial statements and reports to ensure that they reflect best practice whilst reviewing the effectiveness of the body's internal control system established to ensure that the aims, objectives and key performance targets of the school are achieved in the most economic, effective and environmentally preferable manner.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Robert Phillips, Chair of Governors	5	5
Nicholas Young, Vice Chair	4	5
Steven Bessant, Parent Governor	3	5
Graham Booth, Staff Governor	3	5
Richard Charles, Parent Governor	5	5
Russell Dalton, Director Governor	5	5
Nicola Gow, Governor	5	5
Kenneth Rowe, Governor	3	5
Elizabeth Tucker, Local Authority Governor	5	5
Trevor West, Director Governor	4	5
Clive Corbett, Accounting Officer/Staff Governor (Headteacher)	5	5
Paul Featonby, Governor	4	5

Additional attendance during the year of governors at meetings was as follows:

PERSHORE HIGH SCHOOL

GOVERNANCE STATEMENT (continued)

<i>Name of Governor</i>	<i>Meetings (September 2014 - July 2015)</i>			
	<u>Acad Board</u>	<u>S.I</u>	<u>Staffing</u>	<u>Pol Rev</u>
Rob Phillips	1/1	1/2	3/3	-
Nick Young	1/1	2/2	1/3	-
Steve Bessant	-	-	-	3/4
Graham Booth	-	-	-	-
Pip Cavilla	-	-	-	3/4
Richard Charles	-	1/2	-	-
Mellane Chippendale	-	-	-	1/4
Russell Dalton	1/1	-	3/3	-
Richard Evans	-	0/2	-	-
Paul Feaonby	-	-	1/3	-
Nicola Gow	-	1/2	3/3	-
Anita Idon	-	1/2	-	-
David Riley	-	2/2	-	-
Ken Rowe	-	-	-	2/4
Liz Tucker	-	-	-	-
Trevor West	1/1	-	3/3	-
Clive Corbett	1/1	2/2	3/3	-

REVIEW OF VALUE FOR MONEY

I accept that as accounting officer of Pershore High School I am responsible and accountable for ensuring that the academy trust delivers good value in the use of public resources. I am aware of the guide to academy value for money statements published by the Education Funding Agency and understand that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

I set out below how I have ensured that the academy trust's use of its resources has provided good value for money during the academic year.

Improving educational results:

The trust has ensured that educational standards have continued to improve for the benefit of pupils from 2011 to present. OFSTED (July 2013) reported that students make good progress and achieve well, with standards by the end of Year 11 being above average. Students' achievement in the Sixth Form is outstanding/ they make rapid progress in Years 12 and 13, and achieve exceptionally well at AS and A2 levels, as well as on other programmes.

Outcomes for children and learners

An overall 5 A* to C rate, including English and Mathematics, of 70.83% in 2015 indicates high standards of attainment. The school managed an increase of 8% against a national figure of 57% in 2014 (likely to be Sig+ RAISE). 81.8% of all entries were achieved at C or higher. The average capped point score (Best 8) of 338.49 is likely to be significantly higher than national (308 in 2014) is likely again to be Sig+ in RAISE. The percentage achieving 5 A* to C is 79.17%. The percentage of candidates achieving 5 or more A* to G is 97.92%, likely to be sig+ for the fourth year running. 99.58% of students achieved at least 1 GCSE. EBacc performance was at 25% and high end (A*/A) performance was at 23%.

In terms of overall progress (Value Added), the school has progressed from a VA score of 987.4 to 1,000.3 in 2014 and 1024.5 in 2015 (according to 4Matrix). 87.5% of pupils made expected progress in Maths with 77.43% in English. This represents an improvement in English on 2014 (by over 10%) and every effort is being made within the department to bring progress in English in line with the exceptional performance in Maths. School Progress 8 measure is + 0.45 (PP + 0.05 and non-PP + 0.5).

Although there remains much work to be done, the gaps between the performance of Pupil Premium students and that of others has narrowed as follows: non-PP (75%), PP (36%) – PP/non-PP gap – 39%, compared with 49% in 2013 and 42% in 2014; non-PP (68%), PP (27%) – PP/non-PP gap – 42%. There were very few HAP in 2015 – 9, making the gap more difficult to narrow. The Attainment 8 measure for 2015 was PP students at 4.3

PERSHORE HIGH SCHOOL

GOVERNANCE STATEMENT (continued)

(D+) compared with non-PP at 5.49 (C+). An additional teacher (15 hours a week) is being appointed in both English and Maths in order to support PP students.

Value added: PP 1006.85, non-PP 1029.13. This compares with 956 and 1006.3, and 959.6 and 1002 in 2014 and 2015 respectively. Expected progress in English: PP 54%, non-PP 81% - gap 27%; in Maths: PP 67%, non-PP 90% - gap 23%. This compares with 39 and 68 in English and 59 and 81 in Maths in 2014.

At Sixth Form level, the 116 students entered for A2 examinations in 2015 scored an A to E rate of 99%. 73% of results were obtained at grade C or higher, with 47% at A*, A, or B and 19% of entries achieving A* or A grades. The average point score per Year 13 candidate of was 788 and per subject entry of 210. The percentage achieving 3, 2 or 1 A to E grades was as follows: 3+ A to E grades 94% (County 79.1, national 77.9 in 2014); 2+ A to E grades 100% (County 92.8, national 91.8); 1+ A to E grades 100% (County 98.8, national 99.6). The percentage gaining AAB in facilitating subjects was 12%, versus 10% County and 11.9% nationally in 2014. ALPS value added places the school in the top 30% of providers.

AS performance was particularly notable in terms of value added (in the top 15% of providers) and augurs well for 2015 outcomes. An overall rate of 52% A to C grades was achieved.

Current Year 11

The following projection is based upon Year 10 Sum2 PPG: 5 A* to C including English and Maths – 63.3%; A* to G including – 97%; Entries achieving A* to C 78.5%; Entries at A* / A – 14%; EBacc – 34.17%; A* to C in English and Maths – 65.33%; 2 Sciences at A* to C – 71.36%; Average points per pupil – 338.22; Levels of progress – English – 3 – 81.58%, 4 – 42.11%; Maths – 3 – 80.31%, 4 – 34.2%. Progress 8 – + 0.16; Value Added – 1005.29. Attainment 8 – 5.1 (C).

The quality of teaching, learning and assessment

Teacher expectations of students are high, creating a very positive climate for learning. More rigorous assessment of lesson quality through the use of revised OFSTED evaluation criteria in teaching, learning, assessment and standards was first applied in the 2012-13 academic year. The OFSTED inspection of July 2013 involved the observation of 37 lessons (1 was deemed requiring improvement), and of the others 22% were outstanding and 78% good. These figures were borne out in the 2014-15 Learning Walks and lesson observations, with 62% and 38% good and outstanding respectively. 100% (115) of 115 parents surveyed by March 2015 felt that their child is taught well, and of 33 responses on Parent View, 94% agreed or strongly agreed with this. Governor and Leadership Team expectation is that 100% of lessons should be at least good.

The Learning Ambassadors Research Project concluded that a large majority of students enjoyed their learning. In June and November 2014 they conducted two surveys, one of 111 Year 8 and 9 pupils, and one of 186 Year 9 and 10 pupils. They focused upon challenge in lessons. In June, 77.68% found lessons sufficiently challenging; by November this had risen 87.1%. Finer detail is shared with Heads of Department and acted upon.

Personal development, behaviour and welfare

Attendance has been good over a three year period. Attendance in 2013-14 was 95.4%, with Persistent Absence at 4.6% (RAISE p16). The sustained management of PA to a low level reflects robust systems within the school and the very effective work of the school's House teams. The fact that overall absence (7.9%) and the level of PA (15%) were above the national average for FSM pupils (p 16) in 2013-14 has been an action point to ensure further improvements in attendance. Attendance for the 2014- 2015 has been recorded at 95.5%, with a PA rate of 3.8%. FSM absence is 9%, falling from 11.2% in February, and persistent absence at 13.9%, falling from 19.4% in February. Therefore, the overall absence rate for FSM pupils has risen by 1.1% from 2014 to 2015. However, PA for FSM pupils has fallen by 1.1%. This remains a concern and a key action point.

Although the percentage of fixed term exclusions for 2013 is recorded as 6.99% against a national average of 6.87%, this applies to the 2012-13 academic year. The percentage of FSM pupils with a fixed term exclusion then was 11.21%, well below the national average of 16.34 (RAISE p18). In 2013-2014 there were only 31 fixed term exclusions, and just 20 in 2014-15. However, of these 31, 14 were PP; and of the 20, 10 were PP. There has been no permanent exclusion for 4 academic years.

PERSHORE HIGH SCHOOL

GOVERNANCE STATEMENT (continued)

Data from student and parent questionnaires (Years 8 to 13) supports the view that there is a positive climate for learning. There is a generally very calm atmosphere around the school and behaviour is good. There is a purposeful ethos in the classroom where good behaviour is expected of all students. Positive behaviour is reinforced through a range of strategies such as House points, the School Award Scheme, the Tutor Award System and our annual Presentation Evening. A very large majority of parents surveyed (96.5% (111) of 115) agreed with the statement, "The school ensures that pupils are well behaved." 89% of those responding on Parent View agreed with this.

Effectiveness of leadership and management

100% (115) of 115 parents surveyed argued that the school was well led and managed. This is mirrored exactly in Parent View responses. The priority of leaders at all levels is to focus upon the quality of teaching and pupil progress, especially that of those youngsters in significant groups.

There is a highly structured system of performance management and staff development. Objectives are reviewed and set by the 31st October each year. Objectives are based upon pupil progress (classroom practice); leadership and management; and personal professional development. Clear links are made to the School Development plans and the revised national Professional Standards. Measurable success criteria are agreed, with time frames established for achievement.

Financial governance and oversight:

The governing body is closely involved in all aspects of the school's work and makes an important contribution to school improvement. Governors provide both support and challenge to school leaders. They have a secure understanding of information on students' achievement and know how well the school is performing in comparison to others. Governors visit lessons and individual governors are linked to particular subject departments.

Governors have an accurate overview of the quality of teaching across the school. Through the 'learning links' group, they gather students' views and discuss potential improvements to learning with both students and staff. Governors are very familiar with the school's systems for managing staff performance and make sure that there are secure links between the quality of teachers' work and pay awards.

The pay policy and performance management policy are now imbedded. A robust points system has been introduced upon which pay decisions are made. This applies across the main scale and for transition to and across UPS.

The governing body manages the school budget well. There is a designated governor responsible for checking on the impact of pupil premium funding and reporting back to the full governing body. Governors fulfil all statutory responsibilities, including those related to safeguarding.

The governors have appointed an RO and have regular reports on financial procedures. The Finance and Business Director provides a budget report monthly to Governors and gives a more in-depth report at the termly meetings. Governors have been given a forward projection based on potential student numbers and using assumptions on expenditure.

Better purchasing:

We have always prided ourselves on the ability to gain best value with our purchasing. Where possible we have used our collaborative partnerships with other schools and academies to gain best value through economies of scale. Where this is not possible a complete and thorough tendering process is used to ensure that competitive prices are gained for products against a required specification.

The following strategy forms part of the trusts financial manual:

PERSHORE HIGH SCHOOL

GOVERNANCE STATEMENT (continued)

Best Value Strategy

1 Introduction

1.1 This document establishes the Academy's Best Value Strategy for purchasing. It sets out:

- Why a best value strategy is needed;
- The benefits to the academy of having a best value strategy;
- The key approaches to best value.

1.2 The strategy will, at this stage, concentrate on obtaining best value in purchasing. This can be extended to other key areas, such as the delivery of curriculum; at a later date should the Governing Body feel this would be beneficial.

2 Why the strategy is needed

- 2.1** Best Value is a statutory duty on local authorities to secure continuous improvements in the way that services and functions are exercised by the most economic, efficient and effective means possible. Whilst best value does not apply statutorily to Academy's governing bodies, academies are expected to demonstrate that they are following best value principles in their expenditure of public money, and as part of their evaluation of standards, the curriculum, partnership with parents and management.
- 2.2** In managing their budgets all academies should be striving to utilise available funding in the most efficient and effective manner for the school. Key to this is seeking to obtain best value for all purchases being made.
- 2.3** The principles of Best Value have received a significant level of exposure to the general public. This higher profile has resulted in a far greater level of awareness, understanding and expectation by parents and in many cases the students of the academy. The academy has a duty to be open in ensuring that all stakeholders are aware of how it intends to ensure best value is obtained.
- 2.4** The DfE's Fair Funding Scheme establishes a requirement on academies to consider best value. As part of the scheme there is a requirement on all academies to submit, along with their annual plan, a best value statement. This should set out the steps being taken in the course of the year to ensure that expenditure, particularly in respect of large service contracts, will reflect the principles of the Best Value regime. The formulation of a strategy will help the academy meet these requirements.
- 2.5** Finally, the development and introduction of a best value strategy, would give the academy the opportunity to be at the forefront, leading on an area other academies will have to become involved in over the next few years.

3 The benefits of a Best Value strategy

- 3.1** The introduction of a Best Value strategy will provide a number of key benefits to the academy.
- The strategy will formally establish, and help to highlight, the governors' commitment to creating a best value culture throughout the academy.
 - The strategy will raise awareness of the benefits the academy can obtain from working towards a best value culture.
 - The strategy will help to clarify governor and staff responsibilities in relation to best value.
 - The strategy will provide a framework within which the academy can work towards creating a best value culture.

PERSHORE HIGH SCHOOL

GOVERNANCE STATEMENT (continued)

4. Approach to Best Value

- 4.1 The aim of the Best Value strategy is to help the academy achieve continuous improvement in the way it carries out its purchasing function. The approach used to ensure such improvements are achieved is to carry out a regular programme of review by applying the four key principles of best value:
- Challenge - why, how and by whom the service is provided
 - Compare - performance against others
 - Consult - with key stakeholders
 - Compete - the use of competitive measures, wherever practicable, to secure efficient and effective provision.
- 4.2 By applying these principles to all aspects of the purchasing procedures, the academy can ensure that it is working positively towards establishing a process that will deliver, monitor and improve the efficiency and effectiveness of the purchases being made.

Fitness for purpose:

Since becoming an academy we have evaluated all of the services and contracts that are in place, where necessary these contracts have been renegotiated to ensure that the service provided is not only the most effective, but is of the highest efficiency that can be delivered. Regular meetings with account holders are held to ensure the ongoing service is continually evaluated and, where necessary, contracts are altered to better meet the schools needs for the minimum amount of cost.

A full review of all of our contract and Service Level Agreements is underway to ensure that they are all fit for purpose and provide best value.

Benchmarking:

Benchmarking plays a large part in ensuring that the trust gains best value from all its services, including the employed staff. Every effort is made to ensure that the context of the benchmarking is taken into account i.e. using data of our statistical neighbours. Once again the close collaboration that has been adopted has created an extremely useful benchmarking platform.

Options appraisal:

Due to the funding level that Worcestershire receives, option appraisal is used whenever larger purchases are being considered. The most recent example with a large block replacement programme funded via ACMF. We looked at the benefits of traditional build compare to built off site to see which would meet the needs of the school, be future proof and conform to our best value policy. Once we selected the preferred option we tendered for it to ensure we can gain the best price for it.

Economies of scale:

As previously mentioned the trust works extremely collaboratively with other schools to ensure that every opportunity for gaining economies of scale can be monopolised.

Better income generation:

The trust has an extremely good track record of income generation; we currently have a trading arm for Catering, Business Management Services, IT support, Training and Consultancy, in addition to the traditional lettings. It is hoped to expand this trading into other professional services in the future.

PERSHORE HIGH SCHOOL

GOVERNANCE STATEMENT (continued)

Reviewing controls and managing risks:

The trust has a comprehensive Financial Risk Assessment in place which is reviewed on a regular basis. This risk assessment ensures that there is an independent Responsible Officer check carried out at least on a termly basis with a report going directly to governors. Segregation of duties is strictly adhered to and all spends are monitored to ensure that funding is spent correctly. A management report is produced at the end of each month and is presented to the governors with a full breakdown. Governors challenge financial decisions and ensure that staffing is of a level to minimise any risk due to lack of segregation of duties. Surplus funds are invested to gain the best return that is available via deposit accounts; all investments are made at 'no risk'. The Business and Finance Director reviews the cash flow on a weekly basis and ensures that all debtors communicated with the reduce income concerns. All bank accounts are reconciled on a monthly basis with any anomalies investigated and resolved. The trust is comprehensively insured for all risks. Finally, the trust maintains an outstanding relationship with the auditors throughout the year to ensure that concerns are discussed and resolved at the earliest opportunity.

Lessons learned:

The main lesson learned is the importance of collaboration, not just for economies of scale but for sharing advice and benchmarking. Timely decision making and ensuring that the trust is suitably staffed at all times with individuals with the skills and knowledge to ensure best value is met at all times.

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the academy's 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 Pershore High School for the year ended 31 August 2015 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The Governing Body has delegated the day-to-day responsibility to the Headteacher, as Accounting Officer, together with the Finance and Business Director 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 Pershore High School Academy and the Secretary of State for Education. They are also responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control as well as making recommendations for improvement.

The Finance and Business Director has developed a system of controls and checks and holds regular meetings with the Headteacher to review finances. The Finance Manual details the procedures and systems to be used by all budget holders. A copy of the manual is available to all budget holders and staff are aware that all purchases and contracts must be entered into only by the Headteacher and/or the Finance and Business Director depending on value.

The Governors have reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Governors are of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 01 September 2014 to 31 August 2015 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Governors.

PERSHORE HIGH SCHOOL

GOVERNANCE STATEMENT (continued)

THE RISK AND CONTROL FRAMEWORK

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

- Significantly improved comprehensive budgeting and monitoring systems with an annual budget and regular financial reports which are reviewed and agreed by the governing body;;
- regular reviews by the Finance, General Purposes and Operations 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 Governors have considered the need for a specific internal audit function and have decided not to appoint an internal auditor although this may be reviewed from time to time. However, the Governors have appointed a Responsible Officer (RO). The RO's role includes giving advice on financial matters and performing a range of checks on the Academy's financial systems. The RO has reported 3 times to the governing body during the period to 31 August 2015 on the operation of the systems of control and on the discharge of the Governing Body's financial responsibilities. In the instances where the RO has made recommendations for improvement, these have been discussed with the Finance and Business Director and where appropriate implemented.

These arrangements can provide only reasonable assurance that assets are safeguarded, transactions are authorised and properly recorded and that material errors or irregularities are either prevented or would be detected within a timely period.

The LT review and update the Risk Register and reports to the F,P&O Committee. The role of the F,P&O Committee is to challenge the LT on the identification of risks, the management action taken and the residual risks.

REVIEW OF EFFECTIVENESS

As accounting officer, the Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

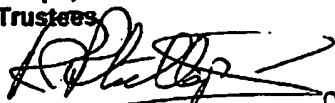
- Feedback from the F,P&O Committee. The structure of the committees has been reviewed and the Finance and Premises Committees now meet jointly, as the F,P&O Committee, to ensure all decisions that have a financial impact on the Academy are taken together.
- Feedback from the Finance and Business Director and the Chair of the F,P&O Committee.
- Feedback and reports from the RO, as described above.
- Feedback from external advisors.

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

Approved by order of the members of the Governing body on

and signed on its behalf, by:

Robert Phillips, Chair of Governors
Chair of Trustees



30/11/15

Clive Corbett, Accounting Officer/Staff Governor
(Headteacher)
Accounting Officer



10/12/2015

PERSHORE HIGH SCHOOL

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE



As accounting officer of Pershore High School I have considered my responsibility to notify the Academy Governing body and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the Academy and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook (2014).

I confirm that I and the Academy Governing body are able to identify any material, irregular or improper use of funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academies Financial Handbook (2014).

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

Clive Corbett, Accounting
Officer/Staff Governor
(Headteacher)
Accounting Officer

Date: 10 / 12 / 15

PERSHORE HIGH SCHOOL

**TRUSTEES' RESPONSIBILITIES STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015**

The Trustees (who act as governors of Pershore High School and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' report (including the Group strategic report) and the financial statements in accordance with the Annual Accounts Direction issued by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

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

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

The trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls which conform to the requirements both of propriety and good financial management. They are also responsible for ensuring that grants received from the Education Funding Agency and Department for Education have been applied for the purposes intended.

In so far as the trustees are aware:

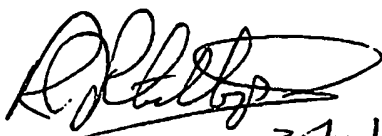
- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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 Governing body on

and signed on its behalf by:

**Robert Phillips, Chair of Governors
Chair of Trustees**



30/11/15

PERSHORE HIGH SCHOOL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PERSHORE HIGH SCHOOL

We have audited the financial statements of Pershore High School for the year ended 31 August 2015 which comprise the group Statement of financial activities, the group and Academy Balance sheets, the group Cash flow statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Academies Accounts Direction 2014 to 2015 issued by the Education Funding Agency.

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

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS

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

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

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

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

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable Academy's affairs as at 31 August 2015 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Academies Accounts Direction 2014 to 2015 issued by the Education Funding Agency.

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion the information given in the Trustees' report, incorporating the Group strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements.

PERSHORE HIGH SCHOOL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PERSHORE HIGH SCHOOL

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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



Robert Stokes (Senior statutory auditor)

for and on behalf of

Randall & Payne LLP

Chartered Accountants & Statutory Auditors

Chargrove House
Shurdington Road
Cheltenham
Gloucestershire
GL51 4GA

Date: 15 December 2015

PERSHORE HIGH SCHOOL

INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO PERSHORE HIGH SCHOOL AND THE EDUCATION FUNDING AGENCY

In accordance with the terms of our engagement letter dated 31 October 2012 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2014 to 2015, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Pershore High School during the year 1 September 2014 to 31 August 2015 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 Pershore High School and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Pershore High School and EFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Pershore High School and EFA, for our work, for this report, or for the conclusion we have formed.

RESPECTIVE RESPONSIBILITIES OF PERSHORE HIGH SCHOOL'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT

The accounting officer is responsible, under the requirements of Pershore High School's funding agreement with the Secretary of State for Education dated 6th September 2011, and the Academies Financial Handbook extant from 1 September 2014, 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 2014 to 2015. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2014 to 31 August 2015 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 2014 to 2015 issued by EFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken during the audit included:

- Consideration and corroboration of the evidence supporting the accounting officers statement on regularity, propriety and compliance;
- Evaluation of the general control environment of the academy trust, extending the procedures required for financial statements to include regularity;
- Discussions with and representations from the Accounting Officer and other Key management personnel;

PERSHORE HIGH SCHOOL

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO PERSHORE
HIGH SCHOOL AND THE EDUCATION FUNDING AGENCY (continued)**

- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, propriety and compliance in particular checking that selected items were appropriately authorised, and appropriate.

CONCLUSION

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2014 to 31 August 2015 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Randall & Payne LLP

Chartered Accountants & Statutory Auditors

**Chargrove House
Shurdington Road
Cheltenham
Gloucestershire
GL51 4GA**

Date: 15 December 2015

PERSHORE HIGH SCHOOL

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(incorporating income and expenditure account and statement of total recognised gains and losses)
FOR THE YEAR ENDED 31 AUGUST 2015

	Note	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Restricted fixed asset funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
INCOMING RESOURCES						
Incoming resources from generated funds:						
Activities for generating funds	2,3	520	-	-	520	438
Investment income	4	2	-	-	2	2
Incoming resources from charitable activities	5	-	5,797	263	6,060	9,515
TOTAL INCOMING RESOURCES		522	5,797	263	6,582	9,955
RESOURCES EXPENDED						
Costs of generating funds:						
Costs of generating voluntary income	6	-	-	-	-	54
Fundraising expenses and other costs	3	193	-	-	193	185
Charitable activities		-	6,214	463	6,677	6,601
Governance costs	8	-	12	-	12	4
TOTAL RESOURCES EXPENDED	11	193	6,226	463	6,882	6,844
NET INCOMING / (OUTGOING) RESOURCES BEFORE TRANSFERS		329	(429)	(200)	(300)	3,111

PERSHORE HIGH SCHOOL

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (continued)
FOR THE YEAR ENDED 31 AUGUST 2015**

		Unrestricted funds 2015 £000	Restricted funds 2015 £000	Restricted fixed asset funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Transfers between Funds	Note 22	-	(56)	56	-	-
NET INCOME / (EXPENDITURE) FOR THE YEAR		329	(485)	(144)	(300)	3,111
Actuarial gains and losses on defined benefit pension schemes		-	(156)	-	(156)	(378)
NET MOVEMENT IN FUNDS FOR THE YEAR		329	(641)	(144)	(456)	2,733
<i>Total funds at 1 September 2014</i>		<i>61</i>	<i>(1,642)</i>	<i>14,892</i>	<i>13,311</i>	<i>10,578</i>
TOTAL FUNDS AT 31 AUGUST 2015		390	(2,283)	14,748	12,855	13,311

All activities relate to continuing operations.

The Statement of Financial Activities includes all gains and losses recognised in the Year.


The notes on pages 30 to 53 form part of these financial statements.

PERSHORE HIGH SCHOOL
REGISTERED NUMBER: 07665364

CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2015

	Note	£000	2015 £000	2014 £000
FIXED ASSETS				
Tangible assets	18		13,827	12,029
CURRENT ASSETS				
Stocks	19	2	2	
Debtors	20	936	3,141	
Cash at bank		1,237	856	
		<u>2,175</u>	<u>3,999</u>	
CREDITORS: amounts falling due within one year	21	<u>(737)</u>	<u>(537)</u>	
NET CURRENT ASSETS			<u>1,438</u>	<u>3,462</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>15,265</u>	<u>15,491</u>
Defined benefit pension scheme liability	29	<u>(2,410)</u>	<u>(2,410)</u>	<u>(2,180)</u>
NET ASSETS INCLUDING PENSION SCHEME LIABILITY			<u><u>12,855</u></u>	<u><u>13,311</u></u>
FUNDS OF THE ACADEMY				
Restricted funds:				
Restricted funds	22	127	538	
Restricted fixed asset funds	22	14,748	14,892	
		<u>14,875</u>	<u>15,430</u>	
Restricted funds excluding pension liability		<u>(2,410)</u>	<u>(2,180)</u>	
Pension reserve				
Total restricted funds			<u>12,465</u>	<u>13,250</u>
Unrestricted funds	22		<u>390</u>	<u>61</u>
TOTAL FUNDS			<u><u>12,855</u></u>	<u><u>13,311</u></u>

The financial statements were approved by the Trustees, and authorised for issue, on 10 / 12 / 15 and are signed on their behalf, by:


30/11/15

Robert Phillips, Chair of Governors



Clive Corbett, Accounting Officer/Staff Governor (Headteacher)


The notes on pages 30 to 53 form part of these financial statements.

PERSHORE HIGH SCHOOL
REGISTERED NUMBER: 07665364

ACADEMY BALANCE SHEET
AS AT 31 AUGUST 2015

	Note	£000	2015 £000	£000	2014 £000
FIXED ASSETS					
Tangible assets	18		13,827		12,029
CURRENT ASSETS					
Debtors	20	928		3,133	
Cash at bank		1,115		833	
		<u>2,043</u>		<u>3,966</u>	
CREDITORS: amounts falling due within one year	21	<u>(606)</u>		<u>(504)</u>	
NET CURRENT ASSETS			<u>1,437</u>		<u>3,462</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>15,264</u>		<u>15,491</u>
Defined benefit pension scheme liability	29		<u>(2,410)</u>		<u>(2,180)</u>
NET ASSETS INCLUDING PENSION SCHEME LIABILITY			<u><u>12,854</u></u>		<u><u>13,311</u></u>
FUNDS OF THE ACADEMY					
Restricted funds:					
Restricted funds	22	127		538	
Restricted fixed asset funds	22	14,748		14,892	
		<u>14,875</u>		<u>15,430</u>	
Restricted funds excluding pension asset				<u>(2,180)</u>	
Pension reserve		<u>(2,410)</u>			
Total restricted funds			12,465		13,250
Unrestricted funds	22		<u>389</u>		<u>61</u>
SHAREHOLDERS' AND CHARITY'S FUNDS			<u><u>12,854</u></u>		<u><u>13,311</u></u>

The financial statements were approved by the Trustees, and authorised for issue, on and are signed on their behalf, by:


30/11/15

Robert Phillips, Chair of Governors
Chair of Trustees

The notes on pages 30 to 53 form part of these financial statements.

PERSHORE HIGH SCHOOL

**CONSOLIDATED CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015**

	Note	2015 £000	2014 £000
Net cash flow from operating activities	24	2,239	(2,885)
Returns on investments and servicing of finance	25	2	2
Capital expenditure and financial investment	25	(1,860)	2,964
INCREASE IN CASH IN THE YEAR		381	81

**RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS
FOR THE YEAR ENDED 31 AUGUST 2015**

	2015 £000	2014 £000
Increase in cash in the year	381	81
MOVEMENT IN NET FUNDS IN THE YEAR	381	81
Net funds at 1 September 2014	856	775
NET FUNDS AT 31 AUGUST 2015	1,237	856

The notes on pages 30 to 53 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2016**

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005, the Academies Accounts Direction 2014 to 2015 issued by EFA, applicable accounting standards and the Companies Act 2006.

The Statement of financial activities (SOFA) and Balance sheet consolidate the financial statements of the Academy and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

No separate SOFA has been presented for the Academy alone as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

1.2 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Academy 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 and include grants from the Department for Education.

Investment income, gains and losses are allocated to the appropriate fund.

1.3 Incoming resources

All incoming resources are included in the Statement of financial activities when the Academy has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

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 entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the year for which it is receivable and any unspent amount is reflected as a balance in the restricted general fund.

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

Sponsorship income provided to the Academy which amounts to a donation is recognised in the Statement of financial activities in the period in which it is receivable, where there is certainty of receipt and it is measurable.

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

1. ACCOUNTING POLICIES (continued)

The value of donated services and gifts in kind provided to the Academy are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the Academy can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of financial activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy's policies.

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

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

1.4 Resources expended

Expenditure is recognised in the period in which a liability is incurred and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities are costs incurred in the Academy's educational operations.

Governance costs include the costs attributable to the Academy's compliance with constitutional and statutory requirements, including audit, strategic management and Trustees' meetings and reimbursed expenses. This year the decision has been made not to allocate salary costs in respect of the Headteacher and the Finance & Business Director due to their Governance roles being primarily out of school operating hours.

All resources expended are inclusive of irrecoverable VAT.

1.5 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 Academy to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

The Academy has a funding agreement in place with the Secretary of State for Education which is for 7 years, with a 7 year notice period.

PERSHORE HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2015

1. ACCOUNTING POLICIES (continued)

1.6 Basis of consolidation

The financial statements consolidate the accounts of Pershore High School and all of its subsidiary undertakings (subsidiaries).

The Academy has taken advantage of the exemption contained within 408 of the Companies Act 2006 not to present its own Income and expenditure account.

The income and expenditure account for the Year dealt with in the accounts of the Academy was £553,000 (2014 - £3,085,000).

1.7 Turnover

Turnover comprises revenue recognised by the Academy in respect of goods and services supplied during the Year, exclusive of Value Added Tax and trade discounts.

1.8 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised, ICT equipment costing more than £250 and considered attractive and portable are also capitalised.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the Statement of financial activities and are carried forward in the Balance sheet. Depreciation on such assets is charged to the restricted fixed asset fund in the Statement of financial activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the Academy's depreciation policy.

The policy with respect to impairment reviews of fixed assets 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.

Tangible fixed assets are stated at cost less depreciation. Depreciation is not charged on freehold land. Depreciation on other tangible fixed assets is provided at rates calculated to write off the cost of those assets, less their estimated residual value, over their expected useful lives on the following bases:

L/Term Leasehold Property	-	50 years
Fixtures and fittings	-	10% straight line
Computer equipment	-	33% straight line

1.9 Stocks

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

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

1. ACCOUNTING POLICIES (continued)

1.10 Taxation

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

1.11 Pensions

Retirement benefits to employees of the Academy are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes, are contracted out of the State Earnings-Related Pension Scheme ("SERPS"), and the assets are held separately from those of the Academy.

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 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 quinquennial valuations using a prospective benefit method. As stated in note 29, the TPS is a multi-employer scheme and the Academy is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The LGPS is a funded scheme and the assets are held separately from those of the Academy 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 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 gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of financial activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

2. ACTIVITIES FOR GENERATING FUNDS

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Music tuition	10	-	10	9
Hire of Facilities	3	-	3	3
Examination fees and sundry sales	69	-	69	85
	<u>82</u>	<u>-</u>	<u>82</u>	<u>97</u>

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

3. TRADING ACTIVITIES

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Charity trading income				
Trading company income	438	-	438	341
	<hr/>	<hr/>	<hr/>	<hr/>
Fundraising trading expenses				
Trading company expenditure	177	-	177	185
Trading company - irrecoverable VAT	8	-	8	-
Direct costs - Fundraising	8	-	8	-
	<hr/>	<hr/>	<hr/>	<hr/>
	193	-	193	185
	<hr/>	<hr/>	<hr/>	<hr/>
Net income from trading activities	245	-	245	156
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

4. INVESTMENT INCOME

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Investment income	2	-	2	2
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Educational Operations Direct	-	6,060	6,060	9,515
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

Pershore High School

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
DfE/EFA revenue grants				
General Annual Grant	-	5,573	5,573	5,822
Other DfE/EFA Grants	-	12	12	21
Special Educational Projects	-	212	212	206
Capital grants	-	239	239	3,442
Devolved Formula Capital Allocation	-	24	24	24
	<u>-</u>	<u>6,060</u>	<u>6,060</u>	<u>9,515</u>

6. COSTS OF GENERATING VOLUNTARY INCOME

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Direct costs - Fundraising	-	-	-	54
	<u>-</u>	<u>-</u>	<u>-</u>	<u>54</u>

7. EXPENDITURE BY CHARITABLE ACTIVITY

SUMMARY BY FUND TYPE

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Educational Operations Direct	-	6,111	6,111	6,177
Educational Operations Allocated	-	360	360	296
Activities for Generating Funds	-	206	206	128
	<u>-</u>	<u>6,677</u>	<u>6,677</u>	<u>6,601</u>

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

7. EXPENDITURE BY CHARITABLE ACTIVITY (continued)

SUMMARY BY EXPENDITURE TYPE

	Staff costs 2015 £000	Depreciation 2015 £000	Other costs 2015 £000	Total 2015 £000	Total 2014 £000
Educational Operations					
Direct	5,094	140	877	6,111	6,177
Educational Operations					
Allocated	-	84	276	360	296
Activities for Generating					
Funds	-	56	150	206	128
	<u>5,094</u>	<u>280</u>	<u>1,303</u>	<u>6,677</u>	<u>6,601</u>

8. GOVERNANCE COSTS

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Governance Auditors' remuneration	-	6	6	4
Governance Auditors' non audit costs	-	6	6	-
	<u>-</u>	<u>12</u>	<u>12</u>	<u>4</u>

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

9. DIRECT COSTS

	Fundraising expenses £000	Educational Operations £000	Educational Operations £000	Allocated Educational Operations £000	Total 2015 £000	Total 2014 £000
Educational Supplies	-	87	-	-	87	92
Examination Fees	-	247	-	-	247	254
Other Direct Costs	8	276	166	111	561	348
Insurance	-	24	16	10	50	48
Security and Transport	-	1	1	-	2	2
Advertising	-	12	3	-	15	24
Travel	-	43	-	-	43	47
ICT	-	45	26	18	89	116
Telephone	-	5	2	2	9	17
Printing and stationery	-	24	14	9	47	24
Professional fees	-	47	48	-	95	128
Wages and salaries	-	3,550	-	-	3,550	3,622
National insurance	-	263	-	-	263	274
Pension cost	-	466	-	-	466	495
Depreciation	-	140	84	56	280	291
	8	5,230	360	206	5,804	5,782

10. SUPPORT COSTS

	Educational Operations £000	Total 2015 £000	Total 2014 £000
Net pension finance cost	65	65	67
Sundry costs	1	1	2
Wages and salaries	407	407	414
National insurance	32	32	34
Pension cost	376	376	356
	881	881	873

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

11. RESOURCES EXPENDED

	Staff costs	Non Pay Expenditure Other costs	Total	Total
	2015 £000	2015 £000	2015 £000	2014 £000
Cost of generating voluntary income	-	-	-	54
Fundraising expenses	-	193	193	185
Costs of generating funds	-	193	193	239
Educational Operations Direct	4,279	951	5,230	5,291
Educational Operations Allocated	-	360	360	296
Activities for Generating Funds	-	206	206	128
Support costs - Educational Operations	815	66	881	873
Charitable activities	5,094	1,583	6,677	6,588
Governance	-	12	12	4
	5,094	1,788	6,882	6,831

12. ANALYSIS OF RESOURCES EXPENDED BY ACTIVITIES

	Activities undertaken directly	Support costs	Total	Total
	2015 £000	2015 £000	2015 £000	2014 £000
Educational Operations Direct	5,230	881	6,111	6,164
Educational Operations Allocated	360	-	360	296
Activities for Generating Funds	206	-	206	128
Total	5,796	881	6,677	6,588

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

13. NET INCOMING / (OUTGOING) RESOURCES

This is stated after charging:

	2015 £000	2014 £000
Depreciation of tangible fixed assets: - owned by the charitable group	281	291
Auditors' remuneration	6	4
Auditors' remuneration - non-audit	6	1
Operating lease payments	38	35
	<hr/> <hr/>	<hr/> <hr/>

14. STAFF

a. Staff costs

Staff costs were as follows:

	2015 £000	2014 £000
Wages and salaries	3,956	4,036
Social security costs	296	309
Other pension costs (Note 29)	842	851
	<hr/> <hr/>	<hr/> <hr/>
	5,094	5,196

b. Staff severance payments

Included in Staff costs are non-statutory/non-contractual severance payments totalling £8,979 and two Redundancy payments totalling £15,118. 2 of these payments exceeded £5,000 individually, and these were for £8,979 and £10,308.

c. Staff numbers

The average number of persons employed by the Academy during the Year expressed as full time equivalents was as follows:

	2015 No.	2014 No.
Teachers	70	78
Administration and support	59	64
Management	7	7
	<hr/> <hr/>	<hr/> <hr/>
	136	149

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

14. STAFF (continued)

d. Higher paid staff

The number of employees whose emoluments fell within the following bands was:

	2015 No.	2014 No.
In the band £60,001 - £70,000	2	2
In the band £70,001 - £80,000	2	2
In the band £80,001 - £90,000	1	0
In the band £100,001 - £200,000	1	1
	<hr/> <hr/>	<hr/> <hr/>

5 (2014: 4) of the above employees participated in the Teacher's Pension Scheme. During the period ended 31 August 2015, pension contributions for these staff amounted to £50,527 (2014: £44,792). 1 (2014: 1) other employees participated in the Local Government Pension Scheme. Pension contributions amounted to £7,643 (2014: £5,724).

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

15. TRUSTEES' REMUNERATION AND EXPENSES

During the Year retirement benefits were accruing to 4 Trustees (2014 - 5) in respect of defined contribution pension schemes.

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

	2015 £000	2014 £000
Clive Corbett, Accounting Officer/Staff Governor (Headteacher) (Salary)	90-95	105-110
Clive Corbett, Accounting Officer/Staff Governor (Headteacher) (Pension)	10-15	
Russell Dalton, Director Governor (Salary)	60-65	60-65
Russell Dalton, Director Governor (Pension)	5-10	
Graham Booth, Staff Governor (Salary)	65-70	70-75
Graham Booth, Staff Governor (Pension)	5-10	
Anita Iddon, Staff Governor (Salary)	45-50	50-55
Anita Iddon, Staff Governor (Pension)	5-10	
Guy Sampson, Staff Governor		40-45

During the year ended 31 August 2015, expenses totalling £2 thousand (2014 - £3 thousand) were reimbursed to 3 Trustees (2014 - 3), this reimbursement was made with regards to their roles as teachers not as trustees.

16. 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 £3,000,000 on any one claim and the cost for the Year ended 31 August 2015 was £2,487 (2014 - £2,170). The cost of this insurance is included in the total insurance cost.

17. OTHER FINANCE INCOME

	2015 £000	2014 £000
Expected return on pension scheme assets	65	48
Interest on pension scheme liabilities	(130)	(115)
	<u>(65)</u>	<u>(67)</u>

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

18. TANGIBLE FIXED ASSETS

Group	L/Term Leasehold Property £000	Fixtures and fittings £000	Computer equipment £000	Total £000
Cost				
At 1 September 2014	12,621	28	152	12,801
Additions	1,999	-	80	2,079
At 31 August 2015	14,620	28	232	14,880
Depreciation				
At 1 September 2014	670	6	96	772
Charge for the Year	203	2	76	281
At 31 August 2015	873	8	172	1,053
Net book value				
At 31 August 2015	13,747	20	60	13,827
At 31 August 2014	11,951	22	56	12,029

Included in land and buildings is freehold land at valuation of £2,040,930 (2014 - £2,040,930) which is not depreciated.

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

Academy	L/Term Leasehold Property £000	Fixtures and fittings £000	Computer equipment £000	Total £000
Cost				
At 1 September 2014	12,621	28	152	12,801
Additions	1,999	-	80	2,079
At 31 August 2015	14,620	28	232	14,880
Depreciation				
At 1 September 2014	670	6	96	772
Charge for the Year	203	2	76	281
At 31 August 2015	873	8	172	1,053
Net book value				
At 31 August 2015	13,747	20	60	13,827
At 31 August 2014	11,951	22	56	12,029

19. STOCKS

	Group		Academy	
	2015 £000	2014 £000	2015 £000	2014 £000
Raw materials	2	2	-	-

20. DEBTORS

	Group		Academy	
	2015 £000	2014 £000	2015 £000	2014 £000
Trade debtors	7	9	1	-
Other debtors	190	94	188	95
Prepayments and accrued income	739	3,038	739	3,038
	936	3,141	928	3,133

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

**21. CREDITORS:
Amounts falling due within one year**

	<u>Group</u>		<u>Academy</u>	
	2015	2014	2015	2014
	£000	£000	£000	£000
Trade creditors	544	305	543	300
Amounts owed to group undertakings	-	-	(128)	(26)
Other taxation and social security	166	171	166	171
Accruals and deferred income	27	61	25	59
	737	537	606	504

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

22. STATEMENT OF FUNDS

	Brought Forward £000	Incoming resources £000	Resources Expended £000	Transfers in/out £000	Gains/ (Losses) £000	Carried Forward £000
Unrestricted funds						
General Funds - all funds	61	522	(193)	-	-	390
	<u>61</u>	<u>522</u>	<u>(193)</u>	<u>-</u>	<u>-</u>	<u>390</u>
Restricted funds						
Restricted Funds - all funds	538	5,797	(6,152)	(56)	-	127
Pension reserve	(2,180)	-	(74)	-	(156)	(2,410)
	<u>(1,642)</u>	<u>5,797</u>	<u>(6,226)</u>	<u>(56)</u>	<u>(156)</u>	<u>(2,283)</u>
Restricted fixed asset funds						
Fixed Assets	12,031	-	(286)	2,079	-	13,824
Windows and roofing project	-	-	(177)	177	-	-
Capital grants	2,861	239	-	(2,176)	-	924
Devolved Formula Capital	-	24	-	(24)	-	-
	<u>14,892</u>	<u>263</u>	<u>(463)</u>	<u>56</u>	<u>-</u>	<u>14,748</u>
Total restricted funds	13,250	6,060	(6,689)	-	(156)	12,465
Total of funds	13,311	6,582	(6,882)	-	(156)	12,855

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

The restricted general fund includes grants receivable from the EFA, DfE, local authority and other government grants to be used for the primary activity of the charitable company.

The fixed asset fund relates to the grants received and assets donated/transferred in and are held for the charitable company's primary activity.

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2015.

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

SUMMARY OF FUNDS

	Brought Forward £000	Incoming resources £000	Resources Expended £000	Transfers In/out £000	Gains/ (Losses) £000	Carried Forward £000
General funds	61	522	(193)	-	-	390
Restricted funds	(1,642)	5,797	(6,226)	(56)	(156)	(2,283)
Restricted fixed asset funds	14,892	263	(463)	56	-	14,748
	<u>13,311</u>	<u>6,582</u>	<u>(6,882)</u>	<u>-</u>	<u>(156)</u>	<u>12,855</u>

23. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Restricted fixed asset funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Tangible fixed assets	-	-	13,829	13,829	12,031
Current assets	254	596	1,323	2,173	3,994
Creditors due within one year	136	(469)	(404)	(737)	(534)
Provisions for liabilities and charges	-	(2,410)	-	(2,410)	(2,180)
	<u>390</u>	<u>(2,283)</u>	<u>14,748</u>	<u>12,855</u>	<u>13,311</u>

24. NET CASH FLOW FROM OPERATING ACTIVITIES

	Continuing £000	Discontinued £000	2015 Total £000	2014 £000
Net incoming resources before revaluations	(300)	-	(300)	3,111
Returns on investments and servicing of finance	(2)	-	(2)	(2)
Depreciation of tangible fixed assets	281	-	281	291
Capital grants from DfE	(219)	-	(219)	(3,466)
Decrease/(increase) in debtors	2,205	-	2,205	(3,079)
Increase in creditors	200	-	200	206
FRS 17 adjustments	74	-	74	54
Net cash inflow/(outflow) from operations			<u>2,239</u>	<u>(2,885)</u>

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

25. ANALYSIS OF CASH FLOWS FOR HEADINGS NETTED IN CASH FLOW STATEMENT

	2015 £000	2014 £000
Returns on investments and servicing of finance		
Interest received	2	2
	<u>2</u>	<u>2</u>
	2015 £000	2014 £000
Capital expenditure and financial investment		
Purchase of tangible fixed assets	(2,079)	(502)
Capital grants from DfE	219	3,466
	<u>(1,860)</u>	<u>2,964</u>
Net cash (outflow)/inflow capital expenditure	<u>(1,860)</u>	<u>2,964</u>

26. ANALYSIS OF CHANGES IN NET FUNDS

	1 September 2014 £000	Cash flow £000	Other non-cash changes £000	31 August 2015 £000
Cash at bank and in hand:	856	381	-	1,237
	<u>856</u>	<u>381</u>	<u>-</u>	<u>1,237</u>
Net funds	<u>856</u>	<u>381</u>	<u>-</u>	<u>1,237</u>

27. CONTINGENT LIABILITIES

In the event, during the period of the funding agreement, of the sale or disposal by other means of any asset for which a capital grant of whatever amount was received, the company shall, if it does not reinvest the proceeds, repay to the Secretary of State for Education the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

Upon termination of the funding agreement, whether as a result of the Secretary of State or the company serving notice, the company shall repay to the Secretary of State sums determined by reference to;

- The value at the time the Academy's site and premises and other assets held for the purposes of the company, and
- The extent to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the funding agreement.

PERSHORE HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2015

28. CAPITAL COMMITMENTS

At 31 August 2015 the group and Academy had capital commitments as follows:

	<u>Group</u>		<u>Academy</u>	
	<u>2015</u>	<u>2014</u>	<u>2015</u>	<u>2014</u>
	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>
Contracted for but not provided in these financial statements	<u>1,304</u>	<u>3,048</u>	<u>1,304</u>	<u>3,048</u>

During the year end the Academy entered into a contract with George Law Limited to construct new build art and classroom blocks. The initial contract sum was £3,048,478 exclusive of VAT, however the project is currently running over budget by £18,446. The works is over a period of 78 weeks from 22 September 2014, and to date the valuation of this contract alone totals £1,791,866.

Funding has been received from the EFA through an Academies Capital Maintenance Fund of £3.3m, receivable in stage payments through the year and after the year end. Income totalling £715,000 is still to be received after the year end.

29. PENSION COMMITMENTS

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2013.

Contributions amounting to £76,527 were payable to the schemes at 31 August 2015 (2014 - £77,014) and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

Not less than every four years the Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was

PERSHORE HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2015

29. PENSION COMMITMENTS (continued)

carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

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

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

The pension costs paid to TPS in the period amounted to £648,000 (2014: £646,000).

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

Under the definitions set out in Financial Reporting Standard (FRS 17) Retirement Benefits, the TPS is a multi-employer pension scheme. The group has accounted for its contributions to the scheme as if it were a defined contribution scheme. The group has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the Year ended 31 August 2015 was £289,000, of which employer's contributions totalled £216,000 and employees' contributions totalled £73,000. The agreed contribution rates for future years are 19.2% for employers and 5.6% for employees.

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

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

29. PENSION COMMITMENTS (continued)

The group's share of the assets and liabilities in the scheme and the expected rates of return were:

	Expected return at 31 August 2015 %	Fair value at 31 August 2015 £000	Expected return at 31 August 2014 %	Fair value at 31 August 2014 £000
Equities	6.50	1,072	7.00	867
Bonds	3.60	73	3.80	61
Government bonds	2.50	1	-	-
Cash/liquidity	0.50	12	0.50	11
Other	6.50	42	-	-
Total market value of assets		1,200		939
Present value of scheme liabilities		(3,610)		(3,119)
Deficit in the scheme		(2,410)		(2,180)

The amounts recognised in the Balance sheet are as follows:

	2015 £000	2014 £000
Present value of funded obligations	(3,610)	(3,119)
Fair value of scheme assets	1,200	939
Net liability	(2,410)	(2,180)

The amounts recognised in the Statement of financial activities are as follows:

	2015 £000	2014 £000
Current service cost	(220)	(192)
Interest on obligation	(130)	(115)
Expected return on scheme assets	65	48
Total	(285)	(259)
Actual return on scheme assets	(4)	69

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

29. PENSION COMMITMENTS (continued)

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

	2015 £000	2014 £000
Opening defined benefit obligation	3,119	2,372
Current service cost	220	192
Interest cost	130	115
Contributions by scheme participants	73	67
Actuarial Losses	87	382
Losses on curtailments	5	-
Benefits paid	(24)	(9)
	<u>3,610</u>	<u>3,119</u>
Closing defined benefit obligation	<u>3,610</u>	<u>3,119</u>

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

	2015 £000	2014 £000
Opening fair value of scheme assets	939	624
Expected return on assets	65	48
Actuarial gains and (losses)	(69)	4
Contributions by employer	216	205
Contributions by employees	73	67
Benefits paid	(24)	(9)
	<u>1,200</u>	<u>939</u>

The cumulative amount of actuarial gains and losses recognised in the Consolidated statement of total recognised gains and losses was £490,000 loss (2014 - £334,000 loss).

The group expects to contribute £220,000 to its Defined benefit pension scheme in 2016.

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	2015	2014
Equities	89.30 %	92.30 %
Other bonds	6.10 %	6.50 %
Government bonds	0.10 %	- %
Cash / liquidity	1.00 %	1.20 %
Other	3.50 %	- %

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

29. PENSION COMMITMENTS (continued)

Worcester County Council Pension Fund - Pershore High School

Principal actuarial assumptions at the Balance sheet date (expressed as weighted averages):

	2015	2014
Discount rate for scheme liabilities	4.00 %	4.00 %
Rate of increase in salaries	3.80 %	3.70 %
Rate of increase for pensions in payment / inflation	2.30 %	2.20 %
Inflation assumption (CPI)	2.30 %	2.20 %
Commutation of pensions to lump sums	50.00 %	50.00 %

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

	2015	2014
Retiring today		
Males	23.4	23.3
Females	25.8	25.7
Retiring in 20 years		
Males	25.6	25.5
Females	28.1	28.0

Amounts for the current and previous three periods are as follows:

Defined benefit pension schemes

	2015 £000	2014 £000	2013 £000	2012 £000
Defined benefit obligation	(3,610)	(3,119)	(2,372)	(2,059)
Scheme assets	1,200	939	624	318
Deficit	(2,410)	(2,180)	(1,748)	(1,741)
Experience adjustments on scheme liabilities	(87)	(382)	-	(154)
Experience adjustments on scheme assets	(69)	4	44	(19)

PERSHORE HIGH SCHOOL

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

30. OPERATING LEASE COMMITMENTS

At 31 August 2015 the group had annual commitments under non-cancellable operating leases as follows:

	2015 £000	Other 2014 £000
Group		
Expiry date:		
Between 2 and 5 years	38	35
	<u>38</u>	<u>35</u>

At 31 August 2015 the Academy had annual commitments under non-cancellable operating leases as follows:

	2015 £000	Other 2014 £000
Academy		
Expiry date:		
Between 2 and 5 years	38	35
	<u>38</u>	<u>35</u>

31. RELATED PARTY TRANSACTIONS

Owing to the nature of the Academy's operations 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 a trustees has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy's financial regulations and normal procurement procedures.

	2015 £	2014 £
Clive Corbett	1,516	1,418
Russell Dalton	484	1,357
Anita Iddon	103	259
	<u>1,516</u>	<u>1,357</u>

The above expenses were provided with regards to the staff members position as a staff member rather than as a trustee.

32. PRINCIPAL SUBSIDIARIES

Company name	Country	Percentage Shareholding	Description
Pershore High School Trading Limited	England & Wales	100	Provider of catering and consultancy services

Aggregate reserve for the year was £Nil. The profit for the year before donations and staff recharges was £245,490 (2014: £25,651). Transfers throughout the year in respect of staff recharges totalled £117,588 (2014: £Nil), therefore amounts due to be transferred to the Academy at the year end totalled £127,902 (2014: £25,650).