



Altwood

Church of England School

ALTWOOD CHURCH OF ENGLAND SCHOOL

(A Company Limited by Guarantee)

GOVERNORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2015

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ALTWOOD CHURCH OF ENGLAND SCHOOL

(A Company Limited by Guarantee)

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ALTWOOD CHURCH OF ENGLAND SCHOOL
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REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2015

Members

S Baker (Chair to 17 September 2015 Resigned 17 September 2015)
J McLucas (Chair from 17 September 2015)
D Barrett (Vice Chair)
R Broad (Community)
Diocesan Board of Education

Governors

*Member of the Finance Committee

S Baker* (Chair to 17 September 2015 Resigned 17 September 2015)
D Barrett* (Vice Chair)
M Carey-Elms
B Corcoran* (Appointed 5 May 2015)
N Dimbleby* (Headteacher and Accounting Officer)
D Howes*
S Freed (Resigned 4 September 2014)
J Harris
C Hollingsworth (Resigned 26 March 2015)
G Hurst
P Lion* (Resigned 20 March 2015)
J McLucas (Chair from 17 September 2015)
R Miles
E Sawbridge*
S Witney (Resigned 23 March 2015)

Company registered number

08107655 (England & Wales)

Principal and registered office

Altwood Church of England School, Altwood Road, Maidenhead, Berkshire SL6 4PU

Company secretary

P Milligan

Senior Leadership Team

N Dimbleby (Headteacher)
L Brittain (Deputy Headteacher)
J Masson (Assistant Head Appointed 1 Sept 2015)
C England (Assistant Head Retired 31 August 2015)
S McCallion (Assistant Head Appointed 1 Sept 2015)
E Turner (Assistant Head)
S Witney (Head of Special Educational Needs and Disability Co-ordinator)

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**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2015**

Administrative details (continued)

Independent auditors

MHA MacIntyre Hudson, Abbey Place, 24 - 28 Easton Street, High Wycombe, Buckinghamshire, HP11 1NT

Bankers

Lloyds TSB Bank Plc, 45 High Street, Maidenhead, Berkshire, SL6 1JS

Solicitors

Veale Wazborough Vizards, Orchard Court, Orchard Lane, Bristol, BS1 5WS

ALTWOOD CHURCH OF ENGLAND SCHOOL
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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2015

The Governors present their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2015. The annual report serves the purposes of both a governors' report and a directors' report under company law.

The trust operates an academy for pupils aged 11 to 18 located in Maidenhead, Berkshire. It has a student capacity of 900 and had a roll of 822 in the school census on October 2013 and 784 on October 2014 represented by:

Year Group	Total Students 2013/14	Total Students 2014/15
7	119	109
8	143	117
9	145	132
10	144	145
11	132	145
12	85	61
13	54	75
Total	822	784

Structure, governance and management

CONSTITUTION

Altwood Church of England School is a company limited by guarantee and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the academy trust.

The Governors of Altwood Church of England School are also the Directors of the charitable company for the purposes of company law, and Trustees for purposes of the Charities Act. For the purpose of this report the term "Governor" is used for all 3 roles as set out in the Academies Financial Handbook (September 2015). The Charitable Company is known as Altwood Church of England School.

Details of the members and Governors who served throughout the year, except as noted, are included in the Reference and Administrative Details on pages 1-2.

MEMBERS' LIABILITY

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

GOVERNORS' INDEMNITIES

Governors benefit from indemnity insurance to cover the liability of the Governors which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust. The limit of Governors' indemnity is £2 million.

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

The company also has employer's liability insurance, public liability insurance, professional indemnity insurance, travel and personal accident insurance. The total premium cost is £32,306 up to 1st July 2015 when the Academy joined the EFA's Risk Protection Arrangement.

METHOD OF RECRUITMENT AND APPOINTMENT OR ELECTION OF GOVERNORS

APPOINTMENT OF GOVERNORS

The membership of the Governing Body is set out in the Articles of Association. There are a maximum of 17 governors, made up of different categories of Governors with different routes to appointment or election. The table below sets out the number of Governors in each category and how they are appointed or elected.

Up to 5 Community Governors	These Governors are appointed by the members of the company. At the time of this report there are two vacancies.
Up to 4 Foundation Governors	These Governors are appointed by Oxford Diocesan Board of Education. At the time of this report there is one vacancy.
Up to 2 Staff Governors	These Governors are elected by the staff working at the school. At the time of this report there are two vacancies.
3 Parent Governors	These Governors are elected by other parents with children at the school, and can only be considered if they have a child at the school.
Headteacher	Ex-officio. The post carries automatic membership of the Governing Body
Up to 2 co-opted Governors	These Governors are appointed by the Governing Body. At the time of this report there is one vacancy.

Whilst it is anticipated that the majority of Governors will be recruited from the local community and from parents both present and past, where specific skills are required the net may be cast more widely. The term of office for any Governor is four years excepting the Headteacher and any Staff Governors if they cease to be employed by the school. Governors may be replaced as and when they reach the end of their term of office. Subject to remaining eligible to be a particular type of Governor, Governors are often re-appointed or re-elected. Staff Governors and Parent Governors are elected. Parent Governors who cease to have a child at the school may remain in office to the end of their term of office but may not then seek re-election.

The Governors carry out a regular audit of the skills that should be available to the Governing Body. Where there are any deficiencies, new Governors will be sought with these skills, either as additional Governors or replacements when existing Governors stand down. Not all the posts in each category will be filled where sufficient skills are considered to be available.

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

POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF GOVERNORS

The training and induction provided for new Governors will depend on their existing experience. All new Governors are provided with copies of previous minutes, teaching staff list, the school plan, key policies, the Governor Handbook and other documents they will need to undertake their role as Governors. The company subscribes to the Local Authority's Training Programme for School Governors and this includes an extensive induction programme for new Governors. All new Governors of this school are strongly encouraged to take a full part in the programme. A programme of Continuing Professional Development is arranged for the Governors by the Clerk and Governors attend relevant Inset day training at the school. The school subscribes to the Governor Training Programme provided by the Diocese of Oxford Board of Education. The Governing Body also subscribe to the National Governors Association.

ORGANISATIONAL STRUCTURE

The Governors are responsible for setting and monitoring the overall strategic direction of the academy trust, for the appointment of the Head, setting general policy, adopting an annual plan and budget, and monitoring financial performance against budget. They make major decisions about the direction of the school, capital expenditure and participate in senior staff appointments. The Governors are also responsible for approving the Finance Manual.

The Headteacher, who is also the Accounting Officer, has overall executive responsibility for the school's activities including financial activities and the appointment of all other staff. Much of the responsibility for financial activities has been delegated to the Business Manager who also acts as Company Secretary.

The Senior Leadership Team comprises the Headteacher, the Deputy Head, the Business Manager and Assistant Heads and a Head of Special Educational Needs and Disability Co-ordination. The Senior Leadership Team controls the school at an executive level implementing the policies approved by the Governors and reporting back to them. The Senior Leadership Team meets regularly and is collectively responsible for the day to day operation of the school, in particular organising the teaching staff, facilities and students.

The Governing Body met twelve times through the year. All decisions reserved to the Governors are taken by the Governing Body as a whole. The Finance and Sites committee oversee all matters regarding Finance including the budget and oversee decisions made about the school site. By focussing in detail on these areas they are then able to make recommendations to the rest of the Governing Body.

CONNECTED ORGANISATIONS, INCLUDING RELATED PARTY RELATIONSHIPS

Altwood Church of England School does not currently maintain business relationships with any connected parties or have representation on any other bodies.

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

Objectives and Activities

OBJECTS AND AIMS

The vision for Altwood Church of England School is to offer an outstanding education for our students and prepare them for successful, independent lives in the 21st century. The mission of Altwood Church of England school is:

- To be a high achieving academic community,
- To identify and develop the full potential of every member of our community and give them the skills and qualifications they need to achieve their ambition,
- Do this within the context of the culture and values of the Christian faith emphasising the strong moral and spiritual values shared with other faiths.

The overall objective of Altwood Church of England School 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, managing and developing a school offering a broad and balanced curriculum against a backdrop of Christian beliefs and values. The charitable objectives for which the academy trust was established are as follows:

Outstanding teaching and learning: Ensuring that the aims of our mission statement are carried out through the delivery of the highest standards of teaching and learning with the embodiment of our Christian ethos, including for those students of all faiths and of no faith.

Care for the individual: Each of our students is important; we aim to ensure that each works to the best of their ability, that provision is made for all and that targets are set for each student which follow our motto 'Aspire and Achieve', in doing so each receives the support to which they are entitled.

A fit place to learn: The school premises, facilities and grounds are constantly being appraised and upgraded in order to provide a safe, inspirational environment, conducive to learning and personal development.

Inspirational leadership: The Headteacher and Senior Leadership Team, with the support of the Governing Body, regularly review their areas of responsibility and continue to aspire to inspire our students through our own enthusiasm.

STRATEGIES AND ACTIVITIES

The main objectives for the year are detailed in the Improvement Plan which is approved by the Governing Body at the beginning of the school year and then monitored through the year to ensure progress. The objectives are as follows:

1. Ensure students in all year groups, in a broad range of subjects, including English and Maths, achieve consistently good or better progress.
2. Establish a culture where students are positively and fully engaged in their learning and make positive contributions to the life of the school community.
3. To improve the quality and consistency of teaching over time in most subjects, including English and maths so it is at least good and leads to good progress.
4. Ensure provision and outcomes in the sixth form are good or better.
5. Develop and embed rigorous and robust accountability systems.

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

PUBLIC BENEFIT

The Governors have complied with their duty to have due regard to the guidance on Public Benefit published by the Charity Commission in exercising their powers and duties. The activities undertaken to further the Academy Trust's purpose for the Public Benefit include:

- **Benefits & Beneficiaries**
In accordance with its charitable objectives, the academy trust strives to advance the free education of the pupils attending the school. The academy trust's primary beneficiaries are therefore the pupils, and benefits to pupils are provided through continuing to maintain a high standard of education throughout the school.
- **Governors' Assessment of Public Benefit**
In order to determine whether or not the charitable company has fulfilled its charitable objectives for public benefit, the Governors gather evidence of the success of Altwood Church of England School's activities.

STRATEGIC REPORT

Achievements and performance

Our Sixth Form students achieved some stunning results. 27% of all grades awarded were at A* or A. Nearly half (48%) were A*-B and almost three quarters (73%) of all entries were between A*-C. All of the students wishing to go to University have gained a place, and the vast majority of students (91%) were successful in gaining a place at their first choice of University.

The challenges of GCSE study were felt by the Year 11 cohort with 56% of students achieving 5 grades at A*-C and 44% achieving 5 A*-C including English and Maths.

KEY FINANCIAL PERFORMANCE INDICATORS

The following key performance indicators are measured against budget and analysed by the Governors:

	Year ended 31 August 2015	Year ended 31 August 2014
Staffing costs as % of GAG income	89.00%	84.00%
Income per pupil	£5,223	£5,186
Staff costs as % of total costs	78.16%	77.77%
Total cost per pupil	£5,947	£5,601
Staff cost per pupil	£4,648	£4,356
Capital expenditure per pupil	£1,123	£631

There are other key performance indicators which are reported on and monitored by Governors:

- Exam results
- Student attendance
- Student numbers
- Staff turnover

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GOVERNORS' REPORT (continued)
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GOING CONCERN

After making appropriate enquiries, the Governing Body has a reasonable expectation that Altwood Church of England School 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.

Financial review

The results for the year ended 31 August 2015 show a total surplus of £211,618 after actuarial gain of £15,000. Governors, through the Finance and Sites Committee, regularly monitor actual income and expenditure against budget and review any variances. Staffing costs represent the most significant area of expenditure, representing 78% of total spend.

The principal source of funding is from the Education Funding Agency (EFA)/Department of Education (DfE) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the EFA/ DfE during the year ended 31 August 2015 and the associated expenditure are shown as restricted funds in the statement of financial activities. During the year ended 31 August 2015, total expenditure of £4,413,666 was covered by recurrent grant funding from the EFA/DfE together with other incoming resources. However, the FRS17 pension adjustment of £101,000 has resulted in an overall deficit for the period. The deficit of income over expenditure for the period (excluding restricted fixed asset, unrestricted and before transfers between funds) was £36,213.

The Academy receives grants for investment in fixed assets from EFA and the DfE. In the year to 31 August 2015 the school was awarded a capital grant of £118,063 for fencing around the school building to ensure Safeguarding requirements are met and students are kept safe. The school was also awarded £21,499 to install CCTV to also fulfil the duty of care to both staff and students. In order to ensure best value the school continued to review all contracts and were able to make savings on these.

The Governing Body has adopted the Finance Regulations Manual and associated policies including Risk Management, Anti-Fraud and Corruption, Whistleblowing and Staff Expense Claims.

RESERVES POLICY

The Governors, through the Finance and Sites Committee, review the reserve levels of the Academy annually each May. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. In reviewing the level of reserves the Governors have particular regard to the likely levels of future income to be received from the EFA/DfE. The level of reserves will be kept under review by the Governors and they will carry forward when practicable a prudent level of resources designed to meet longer term needs of renewal and any other unforeseen contingencies.

The Governors set budgets and reserve levels based on a 3 year medium term plan that aims to ensure that the Academy can continue to provide excellent education across the period by maintaining sufficient liquid reserves to provide a buffer to enable the Academy to effectively manage reductions in spending across the period if funding is cut, in order to minimise the future impact of these reductions on the education of the students.

At 31 August 2015 the total funds comprised:

Unrestricted	756,469
Restricted:	
Fixed asset funds	15,468,775
General Annual Grant (GAG)	37,443
Other funds	88,801
Pension reserve	(906,000)
	<u>15,445,488</u>

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GOVERNORS' REPORT (continued)
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RESERVES POLICY (continued)

Of this, £14 million of reserves arises from the valuation of the schools land and buildings which is unlikely to be realised in the foreseeable future. The pension deficit which has been deducted from the reserves relates to the non-teaching staff pension scheme where, unlike the teachers scheme, separate assets are held to fund future liabilities as discussed in note 23. The deficit can be met in the longer term from any combination of increased employer or employee contributions, increased government funding or changes to scheme benefits. Capital Reserves include £18,547 which is restricted to future capital projects. GAG carried forward is £37,443.

Therefore freely available unrestricted reserves are £756,469. This is money that can be spent on anything which furthers the objectives of the school and has been generated through inherited cash on conversion, lettings income and voluntary donations made by parents to support school life. The aim of the Governors is to increase this reserve to meet future working capital requirements.

The total of £793,912 (surplus GAG and unrestricted reserves) is therefore available to fund future educational needs.

Current uncommitted liquid reserve levels represent only 6 weeks of school expenditure. As such they provide limited reassurance that the school is well positioned to meet material unexpected events. The Governors do not expect that funding levels in the medium term will be sufficient to generate any material level of operating surplus, with which to augment reserves. The Governors will evaluate other possible sources of funding for the Academy and strengthening the position.

There is no committed expenditure.

INVESTMENTS POLICY

The Governors investment powers are set down in the Memorandum and Articles of Association which permit the investment of monies of the School that are not immediately required for its purposes in such investments as may be thought fit subject to any restrictions which may from time to time be imposed or required by law.

The School's current policy is to invest surplus funds in interest bearing accounts with banks approved by the Finance and Sites Committee. Periodically, the management will review interest rates and compare with other investment opportunities.

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

Principal risks and uncertainties

The Governors have identified the following major risks to the achievement of its objectives identified by Risk Category;

Reputational

- Poor educational outcomes - mitigated by a focus on monitoring pupil progress and teaching quality.
- Failure to safeguard its pupils – mitigated by ensuring the schools policies are regularly updated, widely understood and fully implemented.
- Poor Discipline and inappropriate pupil behaviour – mitigated by the schools culture, rules and processes.

The Governors see a direct link between the Academy's reputation in its local area and its ability to attract new students in year 7 or sixth form and consequentially on its income and funding.

Performance

- Competition arising from new schools or changed educational provision in Maidenhead – mitigated by participation in relevant consultations and debate.

Financial

- A falling role – mitigated by marketing, building strong relations with the local primary sector and enhancing sixth form retention rates.
- Reduction in central government funding per pupil – mitigated by securing alternative sources of revenue.
- Unfunded increases in teaching or other staff costs – mitigated by flexible resourcing.
- Major Capital repairs – mitigated where possible by appropriate planning and insurance.
- Pensions – mitigated through the guarantee of central government to honour payments

Personnel

- Shortages of appropriately skilled teaching staff in key subjects – mitigated by where possible by flexible resourcing.
- Inadequate teaching standards – mitigated by extensive professional development & monitoring.
- Hiring inappropriate staff – mitigated by safer recruitment policies.

The Governing Body regularly reviews the risks the Academy is subject to and available mitigating strategies. The Governing Body recognizes that risk is part of the environment in which it operates, its aim is to avoid running unacceptable levels of avoidable risks taking account both of their probability of arising and their impact.

PLANS FOR FUTURE PERIODS

The future development of Altwood Church of England School is detailed in the Improvement Plan which was approved by the Governing Body in July 2015. In the plan there are clear objectives with specific and measurable success criteria set out. These are scrutinised and re-evaluated by the Governing Body on a regular basis. The aim is to follow as far as possible the criteria for development in the Ofsted model under 1) Overall effectiveness 2) Effectiveness of leadership and management 3) Quality of teaching, learning and assessment 4) Personal development, behaviour and welfare 5) Outcomes for children and learners and 6) The effectiveness of sixth form provision.

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GOVERNORS' REPORT (continued)
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FUNDS HELD AS CUSTODIAN GOVERNOR ON BEHALF OF OTHERS

The school does not hold cash or assets as a custodian for any third party.

Auditor

In so far as the Governors are aware:

- there is no relevant audit information of which the academy trust's auditor is unaware; and
- the Governors 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.

MHA MacIntyre Hudson are deemed to be re-appointed under section 487 (2) of the Companies Act 2006.

The Governors' report, incorporating a strategic report, approved by the Governing Body, on 19 November 2015 and signed on their behalf by:



J McLucas

Chair of the Governing Body

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GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015

SCOPE OF RESPONSIBILITY

The Governors acknowledge they have overall responsibility for ensuring that Altwood Church of England 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 Altwood Church of England School and the Secretary of State for Education. He is 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 Governors' Report and in the Statement of Governors' Responsibilities. The Full Governing Body has formally met 12 times during the year. Attendance during the year at meetings of the Governing Body was as follows:

Governor	Meetings attended	Out of a possible
S Baker (Chair up to 16 September 2015)	12	12
N Dimbleby (Headteacher and Accounting Officer)	12	12
D Barrett	11	12
M Carey-Elms	5	12
B Corcoran (Appointed 5 June 2015)	4	4
S Freed (Resigned 4 September 2014)	0	0
J Harris	8	12
C Hollingsworth (Resigned 26 March 2015)	5	6
D Howes	6	12
G Hurst	10	12
P Lion (Resigned 20 March 2015)	2	6
J McLucas (Chair from 17 September 2015)	12	12
R Miles	8	12
E Sawbridge	12	12
S Witney (Resigned 23 March 2015)	5	6

The Governing Body identified skills which were missing and therefore recruited one community and one foundation governor with these skills.

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GOVERNANCE STATEMENT (continued)
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The Full Governing Body has undertaken training in self-evaluation which identified areas where Governors need to be aware of their responsibilities, monitor performance and ensure that plans are in place to maintain and improve standards. In addition, members of the Governing Body have completed an audit of skills which has helped in the recruitment of Governors with skills relevant to the needs identified by the earlier assessment process. Governors work with professional input supplied by the auditors, legal advisors and the schools in house staff talents.

An external advisor undertook a review of the Governing Body in the summer of 2014 and presented his findings to the Governing Body in December 2014. This was in parallel to an internal review of the Governing Body. The recommendations have been put in place and the Full Governing Body now meets on a monthly basis and use these meetings to focus on the progress of the school in line with the Improvement Plan, as well as any issues that emerge as a matter of urgency and statutory duties. Although there are still specialist governors for specific areas such as Safeguarding, Christian Ethos and Careers Guidance, all governors now have a strong understanding of all areas of the school and thereby have a responsibility to all these areas. Also, the specialist governors prepare reports for the Governing Body. There is still one remaining committee, Finance and Sites, where governors on this committee scrutinise the yearly budget for the school, as well as monthly figures. With this high degree of focus they are able to put forward recommendations to the remaining members of the Governing Body. A further internal review has been undertaken to ensure the Governing Body functioned efficiently and effectively with the increase in meetings, and the streamlining of committees.

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

- To annually review the school asset management plan and strategic plans for site development and capital projects. To advise on and monitor building and site management, maintenance, repair and refurbishment to ensure the school environment is safe and conducive to quality learning and the effective delivery of the curriculum.
- To contribute to the formulation of the Academy's development plan, through the consideration of financial priorities and proposals, in consultation with the Headteacher, to ensure the stated and agreed aims and objectives of the Academy.
- To monitor and review expenditure on a regular basis and ensure compliance with the overall financial plan for the academy, and with the financial regulations of the EFA, drawing any matters of concern to the attention of the Governing Body.
- To monitor and review procedures for ensuring the effective implementation and operation of financial procedures, on a regular basis, including the implementation of bank account arrangements and, where appropriate to make recommendations for improvement.

Attendance at meetings in the year was as follows:

Governor	Meetings attended	Out of a possible
S Baker	5	5
N Dimbleby (Headteacher and Accounting Officer)	4	5
D Barrett	2	2
B Corcoran	1	1
D Howes	4	5
P Lion	2	3
R Miles	1	1
E Sawbridge (Chair of Finance and Sites committee)	5	5

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

REVIEW OF VALUE FOR MONEY

As Accounting Officer the Headteacher has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received. The Accounting Officer considers how the trust's use of its resources has provided good value for money during the academic year, and reports to the Governing Body where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer for Altwood Church of England School has delivered improved value for money during the year by:

Improving educational results:

The curriculum offers different pathways for different abilities to allow for extra support: - for example through the school's achievement programme.

Targeted improvement:

Additional staffing in Maths to target students on a one to one basis as well as in small groups.
Use of learning support advisors in Maths and English. They enhance learning in and out of the classroom working with targeted students on specific areas of weakness or areas in need of improvement.
Easter Booster sessions for exam groups during the Easter holiday often for targeted students.

Focus on individual pupils:

Learning advisors track and support underachieving individuals in specific year groups.
Collapsing timetable for specific subject days in year 11 and cross curricular activities.

Quantifying improvements:

The trust has a wealth of in depth data covering attendance, behaviour and attainment over time. The school uses SISRA and data is available to evidence the effectiveness of the trusts reward strategies, such as pupil's educational attainment, behaviour and attendance records over time.

Financial Governance and Oversight:

The trust has a comprehensive financial handbook providing all staff with details of the Trusts policy and procedures. There are detailed policies covering every aspect of the trusts financial management including policies on credit cards, governor and staff expense as well as a whistleblowing policy.

The Finance and Sites committee have appointed a responsible officer to conduct termly internal audits and they have also employed an external auditor to provide independent oversight and verification of the trusts accounts. The trust's governing body both directly and via the finance committee provide rigorous challenge to the annual school budget including staff costs and structure. Consequently the trust has been able to generate a modest annual surplus for re investment on internal refurbishment and one off items which support the aims of the school.

Better Purchasing:

The trust uses the opportunities provided by the Crescent consortium and other consortium when making purchasing decisions for a variety of goods and services and this helps control costs. The Academy continues to work closely with other local academies to explore opportunities for joint tenders.

Fitness for Purpose:

Services and contracts are regularly reviewed and in the last year the telephone and photocopy contracts were retendered and new suppliers awarded the contracts commencing 1st September 2015. This is expected to generate significant savings.

Benchmarking:

The school when under LA control regularly reviewed expenditure against other LA schools using the data available under CFR. Since becoming an Academy this has proved to be more difficult as there is currently no central source of benchmarking information.

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GOVERNANCE STATEMENT (continued)
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Options Appraisal:

The school looks at various options when considering purchases including leasing. To date however we have found that outright purchase meets the needs of the school. All major capital projects are awarded following a rigorous tender process.

Better Income Generation:

The school lets its facilities to local groups and organisations to both generate income and support the local community.

Reviewing Controls and Managing Risks:

The schools business manager produces monthly management accounts showing actual expenditure against budget and provides forecast for the year ahead.

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 identifies and prioritises the risks to the achievement of the schools 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 Altwood Church of England School for the period 1 September 2014 to 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 reviewed the key risks to which the school is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Governing Body is of the view that there is a continuing process for identifying, evaluating and planning for the academy trust's significant risks that has been in place for the period 1 September 2014 to 31 August 2015 and up to the date of approval of the annual report and financial statements.

THE RISK AND CONTROL FRAMEWORK

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Governing Body;
- regular reviews by the Finance and Sites Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- clearly defined purchasing guidelines.
- delegation of authority and segregation of duties;
- identification and management of risks.

The Governing Body has considered the need for a specific internal audit function and has decided not to appoint an internal auditor, and MHA MacIntyre Hudson Chartered Accountants and Statutory Auditor (MHAM) in its role as RO, which it provides separately from its role as auditor, has agreed to provide advice on financial matters and to perform a range of checks on the Academy Trust's financial systems. On a termly basis, the RO reports to the board of governors, through the Finance and Sites Committee on the operation of the systems of control and on the discharge of the board of governors financial responsibilities.

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

REVIEW OF EFFECTIVENESS

As Accounting Officer the Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the period ended 31 August 2015 the review has been informed by:

- the work of the Responsible Officer
- the work of the external auditor;
- the financial management process;
- the work of the Senior Leadership team within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

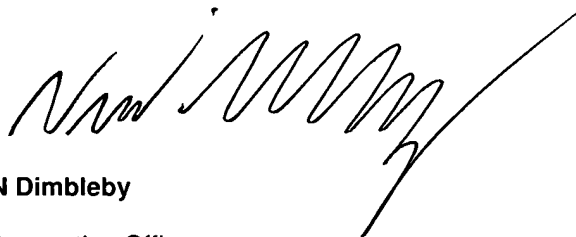
The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Responsible Officer and a plan to ensure continuous improvement of the system is in place.

Approved by order of the members of the Governing Body on 19 November 2015 and signed on its behalf by:



J McLucas

Chair of Governors



N Dimbleby

Accounting Officer

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE
FOR THE YEAR ENDED 31 AUGUST 2015

Statement on Regularity, Propriety and Compliance

As Accounting Officer of Altwood Church of England School I have considered my responsibility to notify the 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 trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook.

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

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



N Dimbleby
Accounting Officer

19 November 2015

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

GOVERNORS' RESPONSIBILITIES STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015

The Governors (who act as governors of Altwood Church of England School and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Governors' Report (including the 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 Governors to prepare financial statements for each financial year. Under company law the Governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Governors 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 company will continue in business.

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

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

Approved by order of the members of the board of trustees on 19 November 2015 and signed on its behalf by:



J McLucas
Chair of Governors

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ALTWOOD CHURCH OF ENGLAND SCHOOL

We have audited the financial statements of Altwood Church of England School for the year ended 31 August 2015 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, 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 trust's Governors, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the academy trust's Governors 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 trust and its Governors, as a body, for our audit work, for this report, or for the opinion we have formed.

RESPECTIVE RESPONSIBILITIES OF GOVERNORS AND AUDITORS

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

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 academy trust's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Governors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Governors' Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

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

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ALTWOOD CHURCH OF ENGLAND SCHOOL

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion the information given in the Governors' Report, incorporating the Strategic Report, for the financial year for which the financial statements are prepared is consistent with the financial statements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

MHA MacIntyre Hudson

Bianca Silva ACA (Senior Statutory Auditor)

for and on behalf of

MHA MacIntyre Hudson

Chartered Accountants
Statutory Auditors

Abbey Place
24-28 Easton Street
High Wycombe
Buckinghamshire
HP11 1NT

Date: *14 December 2015*

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO ALTWOOD CHURCH OF ENGLAND SCHOOL AND THE EDUCATION FUNDING AGENCY

In accordance with the terms of our engagement letter dated 10 July 2015 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 Altwood Church of England 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 Altwood Church of England School and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Altwood Church of England 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 Altwood Church of England School and EFA, for our work, for this report, or for the conclusion we have formed.

RESPECTIVE RESPONSIBILITIES OF ALTWOOD CHURCH OF ENGLAND SCHOOL'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT

The accounting officer is responsible, under the requirements of Altwood Church of England School's funding agreement with the Secretary of State for Education dated 20 October 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 trust's income and expenditure.

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO ALTWOOD CHURCH OF ENGLAND SCHOOL AND THE EDUCATION FUNDING AGENCY (continued)

The work undertaken to draw to our conclusion includes:

- reviewing the minutes of the meetings of the Governing Body and other evidence made available to us, relevant to our consideration of regularity;
- a review of the objectives and activities of the academy, with reference to the income streams and other information available to us as auditors of the academy;
- testing of a sample of payroll payments to staff;
- testing of a sample of payments to suppliers and other third parties;
- testing of a sample of grants received and other income streams;
- evaluating the internal control procedures and reporting lines, and testing as 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.



Reporting Accountant

MHA MacIntyre Hudson

Chartered Accountants
Reporting Accountant

Abbey Place
24-28 Easton Street
High Wycombe
Buckinghamshire
HP11 1NT

Date: 14 December 2015

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

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 £	Restricted funds 2015 £	Restricted fixed asset funds 2015 £	Total funds 2015 £	Total funds 2014 £
INCOMING RESOURCES						
Incoming resources from generated funds:						
Voluntary income	2	8,176	2,500	5,000	15,676	14,069
Activities for generating funds	3	91,261	-	-	91,261	80,584
Investment income	4	2,658	1,044	-	3,702	1,391
Incoming resources from charitable activities	5	268,463	4,373,909	586,292	5,228,664	5,104,807
TOTAL INCOMING RESOURCES		370,558	4,377,453	591,292	5,339,303	5,200,851
RESOURCES EXPENDED						
Charitable activities	7	248,733	4,397,180	480,286	5,126,199	5,076,756
Governance costs	8	-	16,486	-	16,486	19,399
TOTAL RESOURCES EXPENDED	6	248,733	4,413,666	480,286	5,142,685	5,096,155
NET INCOMING / (OUTGOING) RESOURCES BEFORE TRANSFERS		121,825	(36,213)	111,006	196,618	104,696
Transfers between Funds	17	(148,836)	(191,525)	340,361	-	-
NET INCOME FOR THE YEAR		(27,011)	(227,738)	451,367	196,618	104,696
Actuarial gains/(losses) on defined benefit pension schemes		-	15,000	-	15,000	199,000
NET MOVEMENT IN FUNDS FOR THE YEAR		(27,011)	(212,738)	451,367	211,618	303,696
Total funds at 1 September 2014		783,480	(567,018)	15,017,408	15,233,870	14,930,174
TOTAL FUNDS AT 31 AUGUST 2015		756,469	(779,756)	15,468,775	15,445,488	15,233,870

All activities relate to continuing operations.
The Statement of Financial Activities includes all gains and losses recognised in the year.
The notes on pages 26 to 46 form part of these financial statements.

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08107655

BALANCE SHEET
AS AT 31 AUGUST 2015

	Note	£	2015 £	£	2014 £
FIXED ASSETS					
Tangible assets	14		15,450,228		15,049,754
CURRENT ASSETS					
Debtors	15	76,470		151,077	
Cash at bank		1,215,110		1,349,524	
		<u>1,291,580</u>		<u>1,500,601</u>	
CREDITORS: amounts falling due within one year	16	(390,320)		(496,485)	
NET CURRENT ASSETS			<u>901,260</u>		<u>1,004,116</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>16,351,488</u>		<u>16,053,870</u>
Defined benefit pension scheme liability	23		(906,000)		(820,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITY			<u><u>15,445,488</u></u>		<u><u>15,233,870</u></u>
FUNDS OF THE ACADEMY					
Restricted funds:					
Restricted funds	17	126,244		252,982	
Restricted fixed asset funds	17	15,468,775		15,017,408	
Restricted funds excluding pension liability		<u>15,595,019</u>		<u>15,270,390</u>	
Pension reserve		<u>(906,000)</u>		<u>(820,000)</u>	
Total restricted funds			<u>14,689,019</u>		<u>14,450,390</u>
Unrestricted funds	17		<u>756,469</u>		<u>783,480</u>
TOTAL FUNDS			<u><u>15,445,488</u></u>		<u><u>15,233,870</u></u>

The financial statements were approved by the Governors, and authorised for issue, on 19 November 2015 and are signed on their behalf, by:

J McLucas

J McLucas
Chair of Governors

The notes on pages 26 to 46 form part of these financial statements.

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015

	Note	2015 £	2014 £
Net cash flow from operating activities	19	249,915	205,902
Returns on investments and servicing of finance	20	3,702	1,391
Capital expenditure and financial investment	20	(388,031)	55,674
(DECREASE)/INCREASE IN CASH IN THE YEAR		(134,414)	262,967

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

	2015 £	2014 £
(Decrease)/Increase in cash in the year	(134,414)	262,967
MOVEMENT IN NET FUNDS IN THE YEAR	(134,414)	262,967
Net funds at 1 September 2014	1,349,524	1,086,557
NET FUNDS AT 31 AUGUST 2015	1,215,110	1,349,524

The notes on pages 26 to 46 form part of these financial statements.

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

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

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention. 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. A summary of the principal accounting policies, which have been applied consistently, except where noted, is set out below

1.2 Fund accounting

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

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

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

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 trust 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.

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.

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

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

1. ACCOUNTING POLICIES (continued)

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.

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

Governance costs include the costs attributable to the academy trust's compliance with constitutional and statutory requirements, including audit, strategic management and Governors' meetings and reimbursed expenses.

All resources expended are inclusive of irrecoverable VAT.

1.5 Going concern

The Governors assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the academy trust to continue as a going concern. The Governors make this assessment in respect of a period of one year from the date of approval of the financial statements.

1.6 Tangible fixed assets and depreciation

All assets costing £3,000 or more are capitalised at cost and are carried at cost net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and 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 trust's depreciation policy.

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

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

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

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

1. ACCOUNTING POLICIES (continued)

Tangible fixed assets and depreciation (continued)

Depreciation is provided on all tangible fixed assets other than freehold land at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	19 to 50 years
Long leasehold property	-	over the life of the lease
Motor vehicles	-	5 years
Fixtures and fittings	-	3-10 years
Computer equipment	-	3 years

1.7 Leased Assets

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

1.8 Taxation

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

1.9 Pensions

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in note 23, the TPS is a multi-employer scheme and the academy trust 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 trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit 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.

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

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

2. VOLUNTARY INCOME

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Donations	8,176	7,500	15,676	14,069

3. FUNDRAISING INCOME

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Sundry lettings and hire of facilities	60,266	-	60,266	48,973
Rental income	12,062	-	12,062	17,709
Catering income	33	-	33	152
Receipts from supply teacher insurance	18,900	-	18,900	13,750
	91,261	-	91,261	80,584

4. INVESTMENT INCOME

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Bank interest receivable	2,658	1,044	3,702	1,391

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

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

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Funding for academy trust's educational operations	268,463	4,960,201	5,228,664	5,104,807

FUNDING FOR ACADEMY TRUST'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
DfE/EFA revenue grants				
General Annual Grant (GAG)	-	4,113,044	4,113,044	4,351,112
Pupil premium	-	137,723	137,723	114,254
EFA/DfE capital grants	-	567,746	567,746	283,086
Devolved formula capital grant	-	18,546	18,546	18,192
Other EFA/DfE grants	-	10,000	10,000	8,000
	-	4,847,059	4,847,059	4,774,644
Other government grants				
Local authority and other LA SEN income	-	101,579	101,579	80,849
Other local authority grants	-	11,563	11,563	33,899
	-	113,142	113,142	114,748
Other funding				
Other income	162,414	-	162,414	154,781
Trip income	106,049	-	106,049	60,634
	268,463	-	268,463	215,415
	268,463	4,960,201	5,228,664	5,104,807

ALTWOOD CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

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

6. RESOURCES EXPENDED

	Staff costs	Non Pay Premises	Expenditure Other costs	Total	Total
	2015	2015	2015	2015	2014
	£	£	£	£	£
Direct costs	3,245,094	-	502,664	3,747,758	3,667,223
Support costs	399,205	748,746	230,490	1,378,441	1,409,533
Charitable activities	3,644,299	748,746	733,154	5,126,199	5,076,756
Governance costs	-	-	16,486	16,486	19,399
	3,644,299	748,746	749,640	5,142,685	5,096,155

Included within resources expended are the following transactions. Individual transactions exceeding £5,000 are identified separately:

	Total £	Individual items above £5,000	
		Amount £	Reason
Gifts made by the academy trust	107	-	
Unrecoverable debts	26	-	

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

7. CHARITABLE ACTIVITIES

	Total funds 2015 £	Total funds 2014 £
DIRECT COSTS - EDUCATIONAL OPERATIONS		
Teaching and educational support staff costs	3,245,094	3,183,493
Pension finance cost	11,776	24,133
Educational supplies	101,476	94,469
Examination fees	83,212	71,617
Staff development	10,122	16,265
Educational consultancy	29,383	46,749
Other direct costs	167,343	163,833
School trips expenditure	99,352	66,664
	3,747,758	3,667,223
SUPPORT COSTS - EDUCATIONAL OPERATIONS		
Support staff costs	399,205	397,354
Depreciation	480,286	421,746
Pension finance cost	8,224	17,867
Technology costs	55,902	58,615
Recruitment and support	37,801	24,152
Maintenance of premises and equipment	85,504	108,070
Cleaning	111,166	135,849
Rent and rates	24,034	25,285
Energy costs	53,437	59,051
Insurance	42,301	43,922
Security and transport	5,607	2,679
Catering	2,941	25,272
Other support costs	72,033	89,671
	1,378,441	1,409,533
	5,126,199	5,076,756

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8. GOVERNANCE COSTS

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Audit fees	-	9,250	9,250	10,200
Non audit fees	-	3,805	3,805	5,771
Legal and professional	-	1,813	1,813	2,203
Support costs	-	1,618	1,618	1,225
	-	16,486	16,486	19,399

9. NET INCOMING / (OUTGOING) RESOURCES

This is stated after charging:

	2015 £	2014 £
Depreciation of tangible fixed assets:		
- owned by the Academy Trust	480,286	421,746
Auditors' remuneration	9,250	10,200
Auditors' remuneration - non-audit	3,805	5,771
Operating leases	759	535

10. STAFF

a. Staff costs

Staff costs were as follows:

	2015 £	2014 £
Wages and salaries	2,832,810	2,841,174
Social security costs	211,342	212,868
Other pension costs (Note 23)	456,420	417,546
	3,500,572	3,471,588
Supply costs	143,727	109,257
	3,644,299	3,580,845

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10. STAFF (continued)

b. Staff numbers

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

	2015 No.	2014 No.
Teaching	47	48
Administration and support	32	34
Management	7	6
	<u>86</u>	<u>88</u>

c. 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	1	1
	<u>3</u>	<u>3</u>

The employees participated in the Teachers' Pension Scheme. During the period ended 31 August 2015 pension contributions for these staff amounted to £28,856 (2014: £28,360).

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

11. GOVERNORS' REMUNERATION AND EXPENSES

The Headteacher and other staff Governors only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff, and not in respect of their services as Governors. Other Governors did not receive any payments from the academy trust in respect of their role as Governors.

The value of Headteacher, N Dimbleby; remuneration in the year ended 31 August 2015 was £78,999 (2014: £78,217). The Headteacher is accruing retirement benefits under the Teachers' Pension Scheme and contributions paid in the period amounted to £11,138 (2014: £11,029).

	2015 £	2014 £
S Witney (to 23 March 2015)	25,000-30,000	45,000-50,000
S Witney pension (to 23 March 2015)	0-5,000	5,000-10,000

During the year ended 31 August 2015, expenses relating to travel expenses for non-governor activities totalling £327 (2014 - £108) were reimbursed to two Governors (2014 - one Governor).

Remuneration disclosures for Governors who resigned prior to 1 September 2014 have not been reflected in these financial statements.

Other related party transactions involving Governors are set out in note 25.

12. GOVERNORS' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the academy trust has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £2,000,000 on any one claim and the cost for the year ended 31 August 2015 was £728 (2014 - £874). The cost of this insurance is included in the total insurance cost.

13. PENSION FINANCE COST

	2015 £	2014 £
Expected return on pension scheme assets	38,000	27,000
Interest on pension scheme liabilities	(58,000)	(69,000)
	<u>(20,000)</u>	<u>(42,000)</u>

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14. TANGIBLE FIXED ASSETS

	Freehold property £	Long Leasehold Property £	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Total £
Cost						
At 1 September 2014	15,433,474	148,855	13,867	237,180	81,118	15,914,494
Additions	131,171	-	-	697,443	52,146	880,760
At 31 August 2015	15,564,645	148,855	13,867	934,623	133,264	16,795,254
Depreciation						
At 1 September 2014	809,331	2,580	4,854	23,299	24,676	864,740
Charge for the year	397,369	1,191	2,773	45,110	33,843	480,286
At 31 August 2015	1,206,700	3,771	7,627	68,409	58,519	1,345,026
Net book value						
At 31 August 2015	14,357,945	145,084	6,240	866,214	74,745	15,450,228
At 31 August 2014	14,624,143	146,275	9,013	213,881	56,442	15,049,754

The Academy Trust's additions relating to land and buildings included:

- additional expenditure on sports hall roof at a value of £131,171.

15. DEBTORS

	2015 £	2014 £
Trade debtors	3,560	5,480
Other debtors	3,330	-
Prepayments and accrued income	50,261	82,562
VAT recoverable	19,319	63,035
	76,470	151,077

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16. CREDITORS:

Amounts falling due within one year

	2015 £	2014 £
Trade creditors	80,745	170,761
Other taxation and social security	54,895	61,711
Other creditors	23,703	5,895
Accruals and deferred income	230,977	258,118
	<u>390,320</u>	<u>496,485</u>

Deferred income

	£
Deferred income at 1 September 2014	43,092
Resources deferred during the year	42,332
Amounts released from previous years	(43,092)
	<u>42,332</u>
Deferred income at 31 August 2015	<u>42,332</u>

At the balance sheet date the academy trust was holding funds received in advance for school trips booked for the autumn term 2015, and transport from parents for the autumn term, and deferred income relating to rates in 2015/16.

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

17. STATEMENT OF FUNDS

	Brought forward £	Incoming resources £	Resources expended £	Transfers in/out £	Gains/ (losses) £	Carried forward £
Unrestricted funds						
General Funds	783,480	370,558	(248,733)	(148,836)	-	756,469
Restricted funds						
GAG	221,418	4,113,044	(4,075,285)	(221,734)	-	37,443
Other DfE/EFA grants	30,426	147,723	(120,256)	-	-	57,893
Local authority grants	-	113,142	(114,325)	-	-	(1,183)
Donations	1,138	2,500	(2,800)	-	-	838
Designated fund	-	1,044	-	30,209	-	31,253
Pension reserve	(820,000)	-	(101,000)	-	15,000	(906,000)
	<u>(567,018)</u>	<u>4,377,453</u>	<u>(4,413,666)</u>	<u>(191,525)</u>	<u>15,000</u>	<u>(779,756)</u>
Restricted fixed asset funds						
Inherited Fixed Assets	14,361,222	-	(382,360)	-	-	13,978,862
DfE/EFA capital grants	433,382	586,292	(31,279)	-	-	988,395
Capital expenditure from GAG	207,581	-	(61,066)	191,734	-	338,249
Capital expenditure from other income	15,223	5,000	(5,581)	148,627	-	163,269
	<u>15,017,408</u>	<u>591,292</u>	<u>(480,286)</u>	<u>340,361</u>	<u>-</u>	<u>15,468,775</u>
Total restricted funds	<u>14,450,390</u>	<u>4,968,745</u>	<u>(4,893,952)</u>	<u>148,836</u>	<u>15,000</u>	<u>14,689,019</u>
Total of funds	<u><u>15,233,870</u></u>	<u><u>5,339,303</u></u>	<u><u>(5,142,685)</u></u>	<u><u>-</u></u>	<u><u>15,000</u></u>	<u><u>15,445,488</u></u>

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

The inherited fixed assets fund has been set up to recognise the tangible assets gifted to the academy upon conversion which represent the school site including the freehold land and buildings and capital grants. Depreciation charged on those inherited assets is allocated to the fund.

The capital grants fund has been created to recognise the restricted grant funding received from all sources towards capital expenditure. Transfers are made to the capital grants fixed asset fund for expenditure incurred that is in respect of tangible fixed assets.

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

17. STATEMENT OF FUNDS (continued)

The capital expenditure from GAG fixed assets fund has been set up to recognise the tangible assets purchased by the Academy following conversion that have been funded from the General Annual Grant. This fund has been created by a transfer from the General Annual Grant fund of an amount equivalent to the cost of the tangible assets involved.

The General Annual Grant (GAG) represents the core funding for the educational activities of the school that has been provided to the academy via the Education Funding Authority by the Department for Education. The GAG fund has been set up because the GAG must be used for the normal running costs of the academy.

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

The other DfE/EFA restricted fund represents other funding received from the government which does not form part of GAG but is received in relation to specific purposes.

The local authority restricted fund represents other funding received from the local authority in relation to specific purposes such as SEN funding.

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

SUMMARY OF FUNDS

	Brought forward £	Incoming resources £	Resources expended £	Transfers in/out £	Gains/(losses) £	Carried forward £
General funds	783,480	370,558	(248,733)	(148,836)	-	756,469
Restricted funds	(567,018)	4,377,453	(4,413,666)	(191,525)	15,000	(779,756)
Restricted fixed asset funds	15,017,408	591,292	(480,286)	340,361	-	15,468,775
	<u>15,233,870</u>	<u>5,339,303</u>	<u>(5,142,685)</u>	<u>-</u>	<u>15,000</u>	<u>15,445,488</u>

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2015 £	Restricted funds 2015 £	Restricted fixed asset funds 2015 £	Total funds 2015 £	Total funds 2014 £
Tangible fixed assets	-	-	15,450,228	15,450,228	15,049,754
Current assets	788,275	290,627	212,678	1,291,580	1,500,601
Creditors due within one year	(31,806)	(164,383)	(194,131)	(390,320)	(496,485)
Pension scheme liability	-	(906,000)	-	(906,000)	(820,000)
	<u>756,469</u>	<u>(779,756)</u>	<u>15,468,775</u>	<u>15,445,488</u>	<u>15,233,870</u>

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

19. NET CASHFLOW FROM OPERATING ACTIVITIES

	2015 £	2014 £
Net incoming resources before revaluations	196,618	104,696
Interest received	(3,702)	(1,391)
Depreciation of tangible fixed assets	480,286	421,746
Capital grants	(591,292)	(321,278)
Decrease/(increase) in debtors	74,607	(43,139)
Decrease in creditors	(7,602)	(50,732)
FRS 17 adjustments	101,000	96,000
Net cash inflow from operations	249,915	205,902

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

	2015 £	2014 £
Returns on investments and servicing of finance		
Interest received	3,702	1,391
Capital expenditure and financial investment		
Purchase of tangible fixed assets	(979,323)	(265,604)
Capital grants	586,292	321,278
Donations	5,000	-
Net cash (outflow)/inflow capital expenditure	(388,031)	55,674

21. ANALYSIS OF CHANGES IN NET FUNDS

	1 September 2014 £	Cash flow £	Other non-cash changes £	31 August 2015 £
Cash at bank and in hand:	1,349,524	(134,414)	-	1,215,110
Net funds	1,349,524	(134,414)	-	1,215,110

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

22. CAPITAL COMMITMENTS

At 31 August 2015 the academy trust had capital commitments as follows:

	2015 £	2014 £
Contracted for but not provided in these financial statements	-	640,865

23. PENSION COMMITMENTS

The academy trust's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by the Royal County of Berkshire. 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.

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

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge (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

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23. PENSION COMMITMENTS (continued)

- 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 £276,350 (2014: £273,134).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2015 was £134,000, of which employer's contributions totalled £98,000 and employees' contributions totalled £36,000. The agreed contribution rates for future years are 16.6% for employers and range between 5.5% and 12.5% for employees.

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

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23. PENSION COMMITMENTS (continued)

The academy trust'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 £	Expected return at 31 August 2014 %	Fair value at 31 August 2014 £
Equities	7.10	323,000	6.70	245,000
Bonds	3.40	91,000	3.60	85,000
Property	6.00	97,000	5.90	70,000
Gilts	2.60	10,000	3.00	6,000
Cash	2.30	36,000	2.90	20,000
Alternative assets / other	4.78	160,000	4.98	151,000
Total market value of assets		717,000		577,000
Present value of scheme liabilities		(1,623,000)		(1,397,000)
Deficit in the scheme		(906,000)		(820,000)

The expected rate of return is estimated to be 5.9% per the actuarial report based on the estimated fund value used at the accounting date.

The actual return on scheme assets was £15,000 (2014: £49,000).

The amounts recognised in the Balance Sheet are as follows:

	2015 £	2014 £
Present value of funded obligations	(1,623,000)	(1,397,000)
Fair value of scheme assets	717,000	577,000
Net liability	(906,000)	(820,000)

The amounts recognised in the Statement of Financial Activities are as follows:

	2015 £	2014 £
Interest on obligation	(58,000)	(69,000)
Expected return on scheme assets	38,000	27,000
Current service cost	(179,000)	(141,000)
Total	(199,000)	(183,000)

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23. PENSION COMMITMENTS (continued)

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

	2015 £	2014 £
Opening defined benefit obligation	1,397,000	1,386,000
Interest cost	58,000	69,000
Contributions by scheme participants	36,000	31,000
Actuarial gains	(38,000)	(221,000)
Current service cost	179,000	141,000
Benefits paid	(9,000)	(9,000)
Closing defined benefit obligation	1,623,000	1,397,000

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

	2015 £	2014 £
Opening fair value of scheme assets	577,000	463,000
Expected return on assets	38,000	27,000
Actuarial losses	(23,000)	(22,000)
Contributions by employer	98,000	87,000
Contributions by employees	36,000	31,000
Benefits paid	(9,000)	(9,000)
	717,000	577,000

The cumulative amount of actuarial gains and losses recognised in the Statement of financial activities since the adoption of FRS17 was £(59,000) (2014 - £(74,000)).

The academy trust expects to contribute £105,000 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	45.00 %	43.00 %
Gilts	1.00 %	1.00 %
Other Bonds	13.00 %	15.00 %
Property	14.00 %	12.00 %
Cash	5.00 %	3.00 %
Target Return Portfolio	18.00 %	17.00 %
Commodities	4.00 %	9.00 %
Infrastructure	4.00 %	4.00 %
Longevity Insurance	(4.00)%	(4.00)%

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23. PENSION COMMITMENTS (continued)

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

	2015	2014
Discount rate for scheme liabilities	4.00 %	3.90 %
Rate of increase in salaries	4.50 %	4.50 %
Rate of increase for pensions in payment / inflation	2.70 %	2.70 %
Inflation assumption (CPI)	2.70 %	2.70 %
Inflation (RPI)	3.60 %	3.50 %

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	22.8	22.7
Females	26.1	26.0
Retiring in 20 years		
Males	25.1	24.9
Females	28.4	28.3

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

Defined benefit pension schemes

	2015 £	2014 £	2013 £
Present value of defined benefit obligation	(1,623,000)	(1,397,000)	(1,386,000)
Fair value of share of scheme assets	717,000	577,000	463,000
Deficit in the scheme	(906,000)	(820,000)	(923,000)
Experience adjustments on scheme liabilities	-	253,000	-
Experience adjustments on scheme assets	(23,000)	(22,000)	16,000

24. OPERATING LEASE COMMITMENTS

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

	Land and buildings		Other	
	2015 £	2014 £	2015 £	2014 £
Expiry date:				
Between 2 and 5 years	-	-	6,710	535

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NOTES TO THE FINANCIAL STATEMENTS
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25. RELATED PARTY TRANSACTIONS

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

Other than as disclosed in note 11, no related party transactions took place during the year (2014: £nil).

26. MEMBERS' LIABILITY

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

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