

**Thame Partnership Academy Trust
(A Company Limited by Guarantee)**

Annual Report and Financial Statements

Year ended 31 August 2018

**Company Registration Number:
08154932 (England and Wales)**



Thame Partnership Academy Trust
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Reference and Administrative Details

Members and Trustees

Mr Mike Underwood	Chair of Governors
Dr Anne Clark	Chair of Personnel Committee
Mr Simon Whitfield	Chair of Curriculum Committee
Mr Stephen Duplock	Chair of Facilities Committee
Mr Roland Tanner	Chair of Finance Committee
Mrs Sarah Wilson	Chair of Pastoral Committee

Trustees

Mr David Wybron	Headteacher and Accounting Officer
Miss Penny Lowe	Staff Trustee
Mr Brian Pridmore	
Mrs Rebecca White	
Mr Andrew Wainwright	Resigned 31 July 2018

Clerk to the Trustees	Miss Sarah Wormley
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Principal & Registered Office	Lord Williams's School Oxford Road Thame OX9 2AQ
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Company Registration Number	08154932 (England and Wales)
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Independent Auditor	Critchleys Audit LLP Beaver House 23-38 Hythe Bridge Street Oxford OX1 2EP
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Bankers	Lloyds Bank plc 13 Cornmarket Oxford Thame OX9 2BN
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Solicitors	Blake Morgan Seacourt Tower Westway Oxford OX2 0FB
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Governors

Mr Mike Underwood	Chair of Governors
Mr David Wybron	Ex officio, Headteacher and Accounting Officer
Dr Anne Clark	Chair of Personnel Committee
Mr Stephen Duplock	Chair of Facilities Committee
Mr Roland Tanner	Chair of Finance Committee
Mr Simon Whitfield	Chair of Curriculum Committee
Mrs Sarah Wilson	Chair of Pastoral Committee
Mr Miles Young	Ex officio, New College Oxford Warden
Mr Andrew Wainwright	Resigned 31 July 2018
Mr Brian Pridmore	
Mr Mark Shaw	End of Term of Office 1 January 2018
Mrs Verity Nevin	Resigned 30 November 2018
Mrs Bina Parmar	Resigned 31 August 2018
Mr David Ratcliffe	Resigned 31 August 2018
Mrs Rebecca Lyall	
Mr Darrell Smith	Resigned 31 January 2018
Miss Penny Lowe	Resigned 21 November 2018
Ms Karen Biggins	Appointed 1 January 2018
Mrs Rachel McLoughlin	Appointed 1 January 2018
Mr Rob McLoughlin	Appointed 1 January 2018
Miss Debbie Keith	Appointed 22 November 2017
Mr Daniel Cuell	Appointed 21 November 2018
Clerk to the Governors	Miss Sarah Wormley

Senior Leadership Team

Mr David Wybron	Headteacher
Mr Jon Ryder	Deputy Headteacher (Curriculum)
Mrs Karen Vear	Deputy Headteacher (Pastoral)
Mr Tim Scott	Assistant Headteacher
Ms Sheryl Galpin	Assistant Headteacher
Mr Ger Phillips	Assistant Headteacher
Mr Jonathan Hammond	Assistant Headteacher (Appointed 01 September 2018)
Mr Rob Brooks	Assistant Headteacher
Ms Samantha Ellsmore	Assistant Headteacher (Retired 31 August 2018)
Mrs Dawn Joshi	School Manager
Mr Peter Brown	Finance & Business Manager

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TRUSTEES' REPORT

The Trustees' present their annual report together with the financial statements and auditor's report of the Charitable Company for the period from 1 September 2017 to 31 August 2018. The annual report serves the purposes of both a Trustee's report and a Director's report under company law.

The Trust is an academy for pupils aged 11 to 19 serving a catchment area of Thame, Oxfordshire and the surrounding area. It has a pupil capacity of 2,197 and had a roll of 2,111 in the school census of Autumn 2017.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Thame Partnership Academy Trust, thereafter known as "the Company", was incorporated on 24 July 2012 as a company limited by guarantee and an exempt charity. Academy status was obtained from 1 September 2012. The charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust. Whilst the Trust is set up as a MAT (Multi Academy Trust), currently there is only one academy, Lord Williams's School.

The Governors act as the Trustees (Directors) for the charitable activities of Lord Williams's and are also the Members and Directors of the charitable company for the purposes of company law. Details of the Governors who served throughout the period are included in the Reference and Administrative Details above.

MEMBERS

The Trust has five Members, one of whom is the Chair of the Trustees as an ex officio Member. Further members may be appointed unanimously by the existing Members.

Members' Liability

Each Member of the 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.

TRUSTEES

The Trustees are appointed by the Members, except for parent Trustees who are appointed through an election process directed by the Local Governing Bodies of the constituent Academies, the Chair of Governors and the Headteacher.

Trustees Indemnities

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

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LORD WILLIAMS'S SCHOOL

History

Lord Williams's School was founded in 1559 by Lord Williams of Thame. In 1575 a Royal licence from Queen Elizabeth 1 associated New College Oxford with the school - "to uphold and maintain a free grammar school for the free teaching and exercise of grammar ...in Thame for all time". This link with New College is sustained today with the Warden of the college participating in school affairs as a Foundation Governor and the Lord Williams's legacy has educated many generations of families in Thame over the last 450 years. Lord Williams's Grammar School was combined with the Wenman School on Towersey Road in 1971 to form a comprehensive, co-educational school funded by the Local Education Authority. Students in Years 7, 8 and 9 are based at Towersey Road and Years 10 and 11, along with the large Sixth Form, occupy the premises at Oxford Road. Student numbers expanded rapidly with the school's good reputation and the growth of Thame and the surrounding villages.

Recruitment and Appointment or Election of Governors/Directors

The Members of the Trust are responsible for the appointment of Governors except for parent and staff Governors who are appointed through an election process directed by the Governing Body. In the event that these posts are not filled, the Members of the Trust are able to appoint to these positions.

The Academy's Governing Body comprises seven Parent Governors, four Staff Governors, four Community Governors and five Foundation Governors. One of the Staff Governor positions is held by the Headteacher and one of the Foundation Governor positions is held by the Warden of New College. The Members can also co-opt an additional three Governors.

Governors are appointed for a four-year period, except that this time limit does not apply to the Headteacher or Warden of New College whose appointments are ex officio.

Policies and Procedures Adopted for the Induction and Training of Governors

All new Governors, on appointment, are assigned a mentor who is normally a long serving current Governor. The mentor explains how the governing body works and is there to answer questions and guide the new governors as they join committees and begin to contribute to the work of the governing body. Each Governor is also expected to attend the governor induction training course run by Oxfordshire County Council.

All of the other OCC Governor courses are made available to Governors and the Governing body has signed up to 'Modern Governor' that is a provider of on-line governor training.

As part of the induction process, but also as part of ongoing learning, Governors are expected to visit school during the working day. The aim is to familiarise governors with how the school operates by visiting classes, meeting students and members of staff and experiencing the day to day life of the school as it carries out its work.

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Organisational Structure

Since conversion the Academy Trust has continued with the same two tier management structure that was in place as a local authority school: The Governors and the Senior Leadership Team, where the Governors are a larger group including The Trustees.

Governors

The Governors are responsible for setting general policies, adopting an annual School Development and Improvement Plan, adopting the annual and long term budget plans, regularly monitoring the Academy's use of budgets and making major decisions about the direction of the Academy, its capital expenditure and senior staff appointments.

The Governing body has a scheme of delegation to five sub committees; Curriculum, Facilities, Finance, Pastoral and Personnel. All committees are responsible for the review of the respective sections of the School Development Plan and making changes and recommendations as appropriate.

The Senior Leadership Team consists of the Headteacher, two Deputy Headteachers, five Assistant Headteachers, a School Manager and a Finance and Business Manager. These managers control the Academy at an executive level, implementing the policies laid down by the Governors and reporting back to them. As a group, the senior managers are responsible for organising the teaching staff, facilities and students as well as authorisation of spending agreed budgets and the appointment of all other staff. All spending control is devolved to members of the management team with limits above which the Headteacher must countersign.

Arrangements for setting pay and remuneration of key management personnel

The Governing Body sets the pay for key management personnel in teaching roles according to the Trust's Teachers' Pay Policy. The Pay Policy follows the regulations set by the School Teachers' Pay and Conditions Document which is a national agreement for the remuneration of teachers in maintained schools. Although the Trust has the option to introduce its own pay and conditions, it has committed to the national agreement. All teachers' pay progression is based on performance and is assessed in accordance with the Trust's Appraisal Policy for Teachers.

The pay of key management personnel in non-teaching roles is determined by the Local Government Services National Agreement on Pay and Conditions of Service. Grades for posts are determined by Job Evaluation and staff move incrementally through the grade until the top point is reached. The Trust follows its policies for the Pay and Appraisal of Support Staff.

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Trade Union Facility Time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
3	2.9

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	0
1%-50%	3
51%-99%	0
100%	0

Percentage of pay spent on facility time

Total cost of facility time	£4,458
Total pay	£8,736,003
Percentage of total pay spent on facility time	0.05%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	100%
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Subsidiary Company

The Academy does not have any subsidiary companies.

Connected Organisations and Related Party Relationships

In line with FRS102, the Academy must declare all relevant connections and related party interests in the period. The Lord Williams's Parents Association (LWPA) raises funds for the school in order to enhance our student's education by providing additional equipment and resources.

No further declarations of related party interest, made by the Governors and staff of the school, have been made in the period.

For further details of related party transactions during the year see notes 10, 26 and 27.

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OBJECTIVES AND ACTIVITIES

Objects and Aims

The principal object and activity of the Academy is to advance for the public benefit education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

The school's motto of 450 years sums up what the school believes is the entitlement for all our students and the aims are as relevant today as they have always been:

Sic itur ad astra
(thus the way to the stars)

- We aim to provide a rich, diverse and challenging education through excellent teaching and learning
- We seek to develop lively and enquiring minds, healthy lifestyles and free spirits
- We look to generate confidence, purpose, self esteem and outstanding achievement

a tousvenaunts
(for all comers)

- We strive to create a welcoming atmosphere for all to share
- We encourage generosity, respect and care for others and for the environment
- We bring together students, parents, staff and community as partners in learning

Objectives, Strategies and Activities

Key activities and targets are identified in the School Development Plan and are informed by the significant challenges and opportunities arising from national developments in education policy and funding, including the conversion to Academy status. The ongoing targets are:

- To continue to raise standards of attainment
- To work effectively in partnership with parents
- To continue to promote healthy living, wellbeing and respect for others within the school community and the wider community
- To continue to support staff in securing a healthy work/life balance and ensuring all staff have access to first class and ongoing professional development
- To continue our work with a range of partnership and community projects for the benefit, particularly, of vulnerable students and their families
- To promote, through the Thame Neighbourhood Plan, the school's aspiration to be a single site school
- To minimise the impact on the school community of centrally imposed budget cuts

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Public Benefit

The Directors confirm that they have complied with their duty under Section 17(5) of the Charities Act 2011 to have regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties.

Lord Williams's School is a mixed comprehensive school that offers an excellent education environment for over 2,100 students. Our successes are built upon the efforts of highly qualified, experienced and enthusiastic staff, well-motivated students and supportive parents.

The school has a high quality system of pastoral care and involves students through their work on School Councils.

The school is a focus for wider community educational activities, working closely with our local partners in education and business to ensure that the school is at the centre of its community. This includes working with the Thame Partnership Primary Schools to generate better educational programmes as well as improving transitional activities for students who will be coming up to Lord Williams's.

We value highly the partnership between parents, students and the school which we view as part of a successful education. By working together, we are able to meet our aim for students to feel that their time at Lord Williams's is challenging, stimulating, caring and enjoyable.

Students are able to participate in a wide variety of clubs, trips and activities as well as the Duke of Edinburgh Award scheme.

Disabled Employees and Employee Consultation

Job applications are welcomed from all sectors of the community including candidates with a disability. If employees become disabled during employment, a referral would be made to Occupational Health. Reasonable adjustments would be made wherever possible and consideration given to redeployment.

The school monitors staff with disabilities and provides work place adjustments, equipment etc to enable them to carry out their duties. A training budget is available to all staff.

Whole staff consultations are usually communicated via email and through staff newsletters giving staff opportunity to respond. Regular meetings with union reps are held to discuss any proposed changes and to receive feedback from staff. Various committees meet throughout the year and these enable senior managers to consult with staff. Similar arrangements exist for Governors to meet with senior leaders.

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STRATEGIC REPORT

Achievement and Performance

The Academy is in its seventh year of operation and continues to attract over 300 students per year group into the School (excluding Sixth Form). The total number of students in the period ended 31 August 2018 was 2,111.

Pupil numbers on roll	
Year 7	350
Year 8	319
Year 9	320
Year 10	318
Year 11	315
Year 12	236
Year 13	248
Year 14	5
Total	2,111

STRENGTHS

- Outstanding trajectory of progress 2015-2017 (sustained despite most challenging year group in 2018)
- Extremely popular school at age 11 and post 16 (record numbers in current Year 12, recruiting from all types of school, including local grammar schools)
- Inclusivity in terms of entry requirements post 16
- Higher than expected average GCSE grades (75% of students gaining 4+ in English and Mathematics) and then exceeding predicted grades post 16
- Exceptional success rate in delivering choice for students at post 14 and post 16
- Excellent progression record for most vulnerable students (see destination reports)
- Outstanding extra-curricular provision, including 300+ students taking part in the Duke of Edinburgh's Award scheme and 90 parent and staff helpers
- Lead School for Computing
- STEM ambassador school
- Creative Arts Award
- Embedded Equality and Diversity Policy

These are turbulent times in terms of changes to examinations and assessment at Key Stages 4 and 5. We have moved to an assessment system at GCSE which is 9 – 1 and not A* - G. That said, we can still say that examination results in 2018 were very good, following on from the best ever GCSE results in 2016.

One benchmark the government is considering is the % of students gaining a grade 5 in English and Maths. In 2018 our English and Maths grade 5 and above result puts the school in the top 10% of all schools nationally.

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In addition, the school registered:

- Best results ever for 5+ A* - C/9 – 4 (incl. English and Mathematics) on a single entry.
- Excellent performance in all core and many other subjects.
- Significant improvement in some targeted subjects.

We continue to work on improving the attainment of our SEND students.

The school receives a Pupil Premium grant to support students entitled to Free School Meals, looked after students and students from Service families. A majority of our Pupil Premium students also have Special Educational Needs.

Students at Lord Williams's continue to achieve higher than expected GCSE average grades and then go on to exceed the higher AS and A2 targets that the GCSE grades generate. The school continues to add value at all stages of our students' education.

The school is successful in ensuring students achieve well so that they can move on to destinations of choice. At A level we have a pass rate of 99%. 63% of Year 13 students accepted places at universities, with 32% going on to Russell Group universities.

Raising achievement for all and an examination of how effectively the senior leadership addresses weaknesses is a prominent feature of the Governors' Curriculum Committee. Other committees are involved in the scrutiny of the school's work.

COMMITTEE REPORTS

Personnel

This year the personnel committee has been involved in detailed discussions relating to changes in Staff pay due to budget restrictions, and the introduction of new legislation. The Support Staff pay award had a major impact on the budget but was not funded by central government; it was decided that the Academy would continue to follow the Salary guidelines of the Local Government Association and support the new pay scales.

The introduction of General Data Protection Regulation (GDPR) required implementation of new policies and procedures, staff training and increased reporting. The Academy has also appointed an external Data Protection Officer.

The Single Central Record was examined and shown to be up to date. Gender Pay Gap reporting was completed and showed that The Academy had similar employment trends to other Academies and schools.

Facilities

The Facilities Committee has continued to improve aspects of the school in line with the Strategic Development Plan and our aspirations to become a single site; it continues to monitor expenditure and is constantly assessing value for money. We have undertaken a review of our lettings prices and made a number of changes to these in line with the rate of inflation.

This has been a particularly difficult year with the Facilities budget being cut, while the demand for capital expenditure has increased. The School has applied for CIF bids to fund major heating works for two consecutive years. Unfortunately, both attempts were unsuccessful and the bids also failed upon appeal. This forced the decision to finance the central heating replacement project from the school reserves.

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The catering contract was renegotiated in the year in accordance with OJEU tendering procedures.

A successful SALIX application enabled us to replace the remaining florescent lights at the Upper School with LED fittings or bulbs which should see a saving of c.£23k pa.

Finance

The role of the Finance Committee is to advise the Governing Body & Directors of the Academy Trust about all matters relating to the planning and use of the school's financial resources. To ensure a sharp focus on the Academy's fiscal performance, the Finance Committee meets on a monthly basis to review Income & Expenditure and performance against our set budget. In addition, several meetings are held to review the annual budget and 3 year forecast.

The committee's main achievements during the financial year 2017/18 can be summarised as:

- Overseeing key infrastructure expenditure on the premises such as repair and replacement to significant parts of the main heating system
- Managing a tracking and monitoring system for all financial initiatives during this and future academic and fiscal years
- Working with the Senior Leadership Team, Board of Governors & Academy Directors throughout the year on the "Revenue & Cost Challenge" which is aimed at increasing our income streams and cutting our cost base to meet the demands of reduced ESFA Funding.
- Setting and agreeing a detailed budget for the financial year 2018/19 and 3 year forecast, agreeing this with governors and Directors for submission to the Education and Skills Funding Agency (ESFA)

Curriculum

The Governors' Curriculum Committee is responsible to the Governing Body for contributing to the planning and monitoring of all aspects of the curriculum and of teaching and learning. It considers how the curriculum can be enhanced for the benefit of all students and has the duty of ensuring that the school complies with all statutory obligations in this area. The committee meets twice each term, with the January meeting being held jointly with the Pastoral Committee. The committee currently consists of seven Governors and the Deputy Head responsible for the curriculum.

The work of the committee includes the regular review of school policies, and advising the Governing Body on the impact of any proposed changes in staffing, finance, pastoral, facilities and administrative arrangements to the curriculum.

In 2017/18 the committee focused particularly on reviewing and analysing the public examination results, discussing the School's approach for the year ahead and addressing the limitations imposed by reductions in the annual budget.

Among other tasks, the committee also discussed and addressed:

- The budget reductions for the year and the likely consequences for curriculum related activities
- The curriculum development plan
- Curriculum changes for KS4
- Syllabus changes in some subjects
- The new grading system for GCSEs
- The 6th form and the appointment of a new head of 6th form
- Admission numbers
- Requirement for and appointments of teaching staff

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Pastoral Committee

The role of the Pastoral Committee is to advise the Governing Body concerning all matters relating to the school's pastoral arrangements and to undertake certain responsibilities on behalf of the Governing Body relating to the pastoral work of the school. It currently comprises five Governors and includes the Deputy Head responsible for Pastoral matters. The Pastoral Committee Chair is also the Governor responsible for Child Protection and Safeguarding within the school.

The Pastoral Committee met on four occasions in the academic year. Amongst the topics discussed were an update on the Drugs policy, a Positive behaviour review and feedback on staff training on Managing Anxiety. The committee also reviewed a GDPR update from the perspective of the staff and celebrated the great work done with our Young Carers which has been recognised with a national award.

The committee considered the results of the Attendance review and extensive work and action undertaken with regards to persistent absentees and received updates on the PSHE curriculum.

KEY PERFORMANCE INDICATORS

The below tables illustrate key financial performance indicators (KPIs) that are monitored throughout the year by the Finance Committee. The figures demonstrate expenditure and income against budget and prior year, and revenue expenditure as a proportion of GAG income. Depreciation charges are not included in the below figures.

YTD Revenue Summary Aug 2018 £000s	Actual 2018	Budget 2018	Act/ Bud	Actual 2017	Act vs PY
Total Revenue Expenditure	11,892	11,128	107%	11,822	101%
Total Revenue Income	(11,568)	(11,001)	105%	(11,227)	103%
Net Revenue (Surplus)/Deficit	324	127	252%	595	54%

Overall expenditure was £764k higher than budget predominantly due to the direct revenue financing costs of £508k for central heating works. Trip income (£181k) and trip expenditure (£190k) are planned to net off against each other and are therefore not included within the budget. Staffing costs were in line with budget. Income was higher than forecast due to significant donations in year and facilities lettings performing well against budget.

The revenue contribution towards the capital cost of central heating replacement are not included in the below table, which shows expenditure in year of £174k over budget, but £427k lower than prior year. Expenditure exceeded GAG income by 14%.

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YTD Revenue Summary Aug.2018:£000s	Actual 2018	Budget 2018	Act/ Bud	Actual 2017	Act vs PY
Total Staffing Costs	8,707	8,713	100%	8,781	99%
Other Staffing Costs	215	219	98%	198	108%
Total Education Serv & Supp	901	616	146%	1,094	82%
Total Non Education Serv & Supp	807	795	102%	772	104%
Total Premises Costs	618	731	84%	829	74%
Total Revenue Expenditure	11,248	11,074	102%	11,674	96%
Staffing Costs/GAG	-89%	-89%		-90%	
Other Staffing Costs/GAG	-2%	-2%		-2%	
Education Serv & Supp/GAG	-9%	-6%		-11%	
Non Edu Serv & Supplies/GAG	-8%	-8%		-8%	
Premises Costs/GAG	-6%	-7%		-9%	
Total Revenue Expenditure/GAG	-114%	-113%		-120%	

YTD Revenue Summary Aug.2018:	Actual 2018	Budget 2018	Variance	Actual 2017	Inc/(dec)
	£000s	£000s	%	£000s	%
GAG funding	(9,833)	(9,826)	100%	(9,712)	1%
Other DfE Grants	(197)	(180)	109%	(188)	5%
Other Govt Grants	(138)	(150)	92%	(121)	15%
Lettings	(233)	(196)	119%	(201)	16%
Catering	(570)	(573)	100%	(541)	5%
Contributions towards salaries	(29)	(20)	145%	(16)	83%
Sales of educational goods	(29)	(30)	97%	(28)	4%
Other Income	(539)	(26)	2073%	(421)	29%
Total Revenue Income	(11,568)	(11,001)	105%	(11,228)	3%

Going Concern

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

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FINANCIAL REVIEW

The principal source of the Academy's income is received from the ESFA in the form of General Annual Grant and related grants, the use of which is restricted to the Academy's charitable activities. The grants received from the ESFA during the period ended 31 August 2018 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

During the period under review the Academy also received income from the ESFA's devolved formula capital (DFC). In accordance with the Charities Statement of Recommended Practice (SORP 2016) such grants are shown in the Statement of Financial Activities as restricted income under the fixed asset fund. The restricted asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

The in-year deficit figure was £324,782. This was due to the School having to fund central heating repair works amounting to £508k from reserves following an unsuccessful CIF bid. The significant impact of the cost of funding this project was reduced by a substantial donation made to the school to the value of £250k.

As set out in Note 25 to the financial statements the Academy is responsible for meeting the employers' contribution for the employees who are members of the Teachers' Pension Scheme (TPS) or the Local Government Pension Scheme (LGPS). Both schemes are defined benefit schemes and the latter scheme is a funded scheme with the assets held in separate Trustee administered funds. In terms of LGPS, the scheme actuary has calculated a notional fund deficit at the date of the financial statements which is used to determine the level of employers' contribution, currently 17.2% of pensionable salary plus a lump sum contribution of £46k from 1 April 2018.

Fund Balances

The total fund balances of the Academy at 31 August 2018, as detailed in Note 17 to the financial statements, amounted to £15,435,246. Excluding the fixed asset fund of £19,113,718 representing the net book value of fixed assets, investments of £169,061 representing the Willie Howe fund, and the pension deficit of £4,368,000, fund balances amounted to £520,467 summarised as follows:

	£
GAG Funds	0
Other restricted income funds	7,082
Unrestricted funds	<u>513,385</u>
Total Funds	<u>520,467</u>

Reserves and Investment Policies

Lord Williams's reserves policy is to hold in reserve sufficient sums to enable education provision and the on-going improvement and development of the teaching, learning and working environment to be continued as far as possible whilst making appropriate use of funds for the current cohort. The current policy is to hold a target level of 5% of GAG income which in 2017/18 was £488k. The level of reserves held at the Balance Sheet date is shown in the Fund Balances paragraph above and in the Note 17 to the Financial Statements. Lord Williams's Investment Policy is to safeguard its assets by holding them in low risk categories, principally accounts with UK banks. The reserves policy is reviewed on a regular basis.

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The value of the Academy Trust's share of the Local Government Pension Scheme deficit exceeds the value of its unrestricted funds. The LGPS deficit is likely to be met in the longer term from any combination of increased employer contributions, increased government funding or change to scheme benefits. Any such increases to contributions will be as determined by the scheme's actuaries. The restricted funds will be spent in accordance with the terms of the particular funds.

As referred to in note 27 to these financial statements, the Department for Education will underwrite the pension scheme deficit in the event of academy closure.

Principal Risks and Uncertainties

The Governing Body and Senior Leadership Team have assessed the major risks to which the Academy is exposed, particularly those relating to funding and future funding policy changes, teaching, the provision and use of the facilities and other operational areas of the Academy and its finances.

The Governors have implemented a number of systems to assess risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls in order to minimise risk. Where significant financial risk remains they have ensured they have adequate insurance cover.

Fundraising

The move to a proactive fundraising policy in 2017/18 is seen as a conscious attempt to try and mitigate current funding pressures, avoiding unnecessary cost cutting measures where possible. Our approach to fundraising is to build relationships with individuals, including both past and present students as well as individuals within our local community, and organisations who are willing to support our aims and objectives.

Fundraising is only undertaken by trained school staff in accordance with our internal processes and controls which include regulatory compliance and data protection (GDPR). The School is a member of the IDPE (Institute of Development Professionals in Education) to ensure compliance with sector best practice.

All complaints are investigated and staff guidance and training updated where necessary.

All fundraising campaigns and activities are monitored to ensure that vulnerable individuals and groups do not feel under pressure to donate.

Plans for Future Periods

The School continues to provide an excellent education for the students in Thame and surrounding villages. Strengthening links with partner schools and closer collaborative links with other schools across the age range, as well as strong governance and leadership, proactive strategic planning, sound financial management and continuous development of staff are seen as key aspects of Lord Williams's continuing success. Increasing numbers of schools are requesting to join the Partnership, such is the strength of our curriculum and pastoral work.

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Our goal is still to become a single site school at Oxford Road. Negotiations are now taking place with the Thame Showground Committee to hopefully secure a long-term lease arrangement on pitches adjoining the Chinnor Rugby Club. We still have to satisfy Sport England's requirement of securing additional access to two new rugby pitches even though we have more than enough to deliver the curriculum and all extra-curricular activities at Oxford Road.

Priorities for the year ahead

- **Achievement (TS2)** Promotion of good progress and outcomes for all students through:
 - Creative lesson planning which develops individual learning and progress
 - Effective relationship building
 - Improving quality of written feedback and student responses to it (TS5/6)
 - Continuing to improve reading and writing skills
 - More effective use of Pupil Premium to raise achievement
 - Improving attendance for identified students
- **School Ethos (TS 7 and 8):**
 - To promote the highest standards of behaviour, care and consideration for others and our environment
 - Respect for Equality and Diversity (TS5) with special attention to issues of gender equality and gender identity
- **Managing funding reductions**

Ongoing Priorities

- **Delivering high quality, creative and supportive professional learning opportunities**
- **Appraisal objectives for all staff around core teaching and learning priorities – effective feedback, differentiation and literacy (TS 2, 3, 5, 6)**
- **Building even better partnerships with:**
 - Parents and carers and particularly with vulnerable families
 - Partnership schools and the development of our Multi-Academy Trust
 - Teacher Training providers
- **Healthy Living:**
 - To continue to promote well-being and respect for all members of the school community and beyond
 - To continue to monitor and support staff in securing a healthy work/life balance
- **Single Site School:** Work with a range of stakeholders on feasibility project.

Funds held as custodian on behalf of others

The Academy and its Governors do not act as Custodian Trustees of any other charity.

Thame Partnership Academy Trust
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Auditor

In so far as the Trustees are aware

- There is no relevant audit information of which the auditor is unaware, and
- The Governors have taken all steps that ought to have been taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This Annual Report of the Trustees was approved by the Trustees on 17 December 2018 and signed on their behalf by



Mike Underwood
Chair of the Board of Trustees

Thame Partnership Academy Trust
Annual report and financial statements for the period ended 31 August 2018

GOVERNANCE STATEMENT

Scope of Responsibility

As Governors, deputed by the Directors of the Trust, we acknowledge we have overall responsibility for ensuring that Lord Williams's 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 in accordance with the requirements and responsibilities assigned to it in the Funding Agreement between Lord Williams's 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 in this section supplements that described in the Trustees' Report in the Statement of Trustees' responsibilities. The full governing body has formally met six times during the year. Attendance during this period at meetings of the Full Governing Body was as follows:

Governor	Meetings Attended	Out of a possible
Miles Young ¹	1	6
Dr Anne Clark	5	6
Mr Andrew Wainwright	6	6
Mr Mark Shaw	1	2
Mrs Verity Nevin	2	6
Mr Mike Underwood	6	6
Mr Stephen Duplock	4	6
Mr Roland Tanner	4	6
Mr Simon Whitfield	5	6
Mr Brian Pridmore	5	6
Mrs Sarah Wilson	6	6
Mrs Bina Parmar	0	6
Mr David Ratcliffe	0	3
Mrs Rebecca Lyall	6	6
Mr David Wybron	6	6
Mr Darrell Smith	2	3
Miss Penny Lowe	4	6
Miss Debbie Keith	4	5
Ms Karen Biggins	4	4
Mrs Rachel McLoughlin	4	4
Mr Rob McLoughlin	2	4

¹ Ex-officio

Clerk to the Governors

Miss Sarah Wormley	6	6
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Thame Partnership Academy Trust
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During the year the governor's Instrument of Government and Standing Orders were reviewed. A further review of the Directors structure was also undertaken and as no other schools have joined the Trust the previous years' decision to leave the structure unchanged was maintained. If one or more other schools join the Academy Trust then at that point a complete review and restructure would be required.

All meetings of the five sub-committees of the main governing body were quorate, including the Finance Committee, where attendance was as follows:

Finance Committee	Meetings Attended	Out of a possible
Mr Roland Tanner (chair)	9	9
Mr Mike Underwood	8	9
Mr David Wybron	7	9
Mr Simon Whitfield	7	9
Mrs Verity Nevin (maternity leave)	1	9
Mr Brian Pridmore	5	9
Mrs Bina Parma (leaver)	4	8

Audit Committee

The Audit Committee was founded in May 2013. This Committee comprises a majority of independent members who are not Governors, members of the Finance Committee nor Directors, Trustees or School Staff. This Committee helps provide (with our External Auditors) the required independent checking of financial controls, systems, transactions and risks and reports to the Trustees & Directors for the purpose of the Annual Report & Accounts.

Attendance at the Audit committee meetings was as follows:

Audit Committee	Meetings Attended	Out of a possible
Mr Robin Shelton	4	4
Mr Mark Shaw	2	4
Mr Paul Townsend	4	4
Mrs Helen Fowweather	3	4
Mrs Zoe Bourne	2	4
Mr Alan Inglis	1	1

Thame Partnership Academy Trust

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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 taxpayers' resources received.

The Accounting Officer considers how the Trust's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where applicable. The Accounting Officer for the academy trust has delivered improved value for money during the year by:

Partnership: The school works closely with feeder primary schools in the Thame Partnership. Partnership Headteachers meet every month for consideration of learning initiatives across our feeder primaries and Lord Williams's. The Academy continues to support a number of partner primary schools with ICT technical support and where appropriate group purchasing, to achieve value for money.

Better purchasing: All orders for goods and services are subject to the internal procedures set out in the Financial Regulations Manual agreed by the Trustees. Particular emphasis is placed on optimising value for money and quality.

- Information on key contracts is regularly shared with peer schools and academies to compare quality and reliability of service as well as overall service costs and experiences.
- Additional analysis is applied to any capital spend initiatives including costs versus benefits and payback as well as operating lease versus purchase financing options.
- In terms of economies of scale, the Academy has continued to develop relationships with its partner schools and other Oxfordshire Academies, and has collaborated on a number of tenders for goods and services including IT equipment and grounds maintenance.

Better income generation: Opportunities for income generation are encouraged at all levels throughout the school. Opportunities to maximise funding are regularly reviewed and discussed at both Senior Leadership and Governor meetings. Potential capital projects are identified as part of the facilities strategic review in readiness of future CIF funds. Facility hire charges and utilisation rates are regularly reviewed to maximise income.

The Purpose of the System of Internal Control

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

Thame Partnership Academy Trust

Annual report and financial statements for the period ended 31 August 2018

Capacity to Handle Risk

The Governing Body in conjunction with the leadership team has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Governing Body confirms 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 ending 31 August 2018 and up to the date of approval of the annual report and financial statements. The process is regularly reviewed by the Governing Body.

The Risk and Control Framework

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Governing Body
- Regular reviews by the Governors' Finance sub-committee of the reports which indicate financial performance against plan and the major purchase plans, capital and revenue expenditure programmes.
- Setting targets to measure financial and other performance
- Clearly defined purchasing (revenue purchase or capital investment) guidelines
- Delegation of authority and segregation of duties
- Identification and management of risks

The Board of Trustees has considered the need for specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have received the results of a due diligence review of IT infrastructure that was undertaken by RM Education. An independent review of IT systems and processes has also been undertaken. The results of this are being analysed by a steering group.

A reciprocal arrangement has been made with another Oxfordshire Academy to carry out a program of internal audit during 2018/19.

On an annual basis, the external auditor reports to the Board of Trustees on the operation of systems of control and on the discharge of the Board of Trustees' financial responsibilities.

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

Thame Partnership Academy Trust
Annual report and financial statements for the period ended 31 August 2018

Review of Effectiveness

As Accounting Officer the Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the period in question the review has been informed by

- The work of the Audit Committee, including internal audit
- The work of the external auditor
- The financial management and governance self-assessment process
- The work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Audit 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 board Trustees on 17 December 2018 and signed on its behalf by



Mike Underwood
Chair of the Board of Trustees



David Wybron
Accounting Officer
and Headteacher

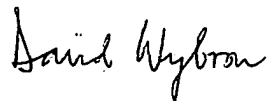
Thame Partnership Academy Trust
Annual report and financial statements for the period ended 31 August 2018

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of the Thame Partnership Academy Trust I have considered my responsibility to notify the Governing Body and the Education Funding Agency of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the Academy Trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

I confirm that the Academy Trust's Governing Body and I 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 Trust's funding agreement and the Academies Financial Handbook 2018.

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 ESFA.



David Wybron
Accounting Officer and Headteacher

17 December 2018

Thame Partnership Academy Trust
Annual report and financial statements for the period ended 31 August 2018

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards FRS102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 17 December 2018 and signed on its behalf by:



Mike Underwood
Chair of the Board of Trustees

Thame Partnership Academy Trust

Independent Auditor's Report to the members of Thame Partnership Academy Trust

Opinion on financial statements

We have audited the financial statements of Thame Partnership Academy Trust ('the academy trust') for the year ended 31 August 2018 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Academies Accounts Direction 2017 to 2018 issued by the ESFA.

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 2018 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been properly prepared in accordance with the Charities SORP 2015 and Academies Accounts Direction 2017 to 2018.

Basis for opinion

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

Conclusions relating to going concern

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

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

Thame Partnership Academy Trust

Independent Auditor's Report to the members of Thame Partnership Academy Trust (continued)

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Thame Partnership Academy Trust

Independent Auditor's Report to the members of Thame Partnership Academy Trust (continued)

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities (set out on page 25), the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Use of our report

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



Andrew Rodzynski (Senior statutory auditor)
For and on behalf of Critchleys Audit LLP
Statutory Auditor
Oxford

Date: 17/12/18

Critchleys Audit LLP is eligible to act as an auditor in terms of sections 1212 of the Companies Act 2006.

Thame Partnership Academy Trust

Independent Reporting Accountant's Assurance Report on Regularity to Thame Partnership Academy Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 18 October 2017 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2017 to 2018, we have carried out an engagement to obtain limited assurance about whether, the expenditure disbursed and income received by Thame Partnership Academy Trust during the period 1 September 2017 to 31 August 2018 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

Respective responsibilities of Thame Partnership Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Thame Partnership Academy Trust's funding agreement with the Secretary of State for Education dated 31 August 2012 and the Academies Financial Handbook, extant from 1 September 2017, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2017 to 2018. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2017 to 31 August 2018 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2017 to 2018 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

Thame Partnership Academy Trust

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

The work undertaken to draw to our conclusion includes:

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

Conclusion

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

Use of our report

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



Critchleys Audit LLP
Reporting Accountant
Oxford

Date: 17/12/18

Thame Partnership Academy Trust
Statement of Financial Activities
For the year ended 31 August 2018
(Including Income and Expenditure Account)

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2018 £	Total 2017 £
Income and endowments from:						
Donations and capital grants	2	271,632	3,513	42,121	317,266	1,634,259
Charitable activities						
Funding for the Academy's educational operations	3	-	10,214,198	-	10,214,198	10,026,455
Other income for educational operations	4	826,679	-	-	826,679	973,373
Other trading activities	5	233,445	-	-	233,445	200,766
Investments	6	18,783	-	-	18,783	18,515
Total		1,350,539	10,217,711	42,121	11,610,371	12,853,368
Expenditure on:						
Raising funds	7	-	12,558	-	12,558	8,915
Charitable activities						
Academy trust educational operations	8	1,060,124	10,813,075	1,004,572	12,877,771	13,227,990
Total		1,060,124	10,825,633	1,004,572	12,890,329	13,236,905
Net gains/(losses) on investments	13	-	-	4,200	4,200	7,498
Net income / (expenditure) before transfers		290,415	(607,922)	(958,251)	(1,275,758)	(376,039)
Transfers between funds	17	(588,030)	(86,245)	674,275	-	-
Net income / (expenditure) for the period		(297,615)	(694,167)	(283,976)	(1,275,758)	(376,039)
Other recognised gains / (losses):						
Actuarial (losses) / gains on defined benefit pension schemes	17,27	-	1,498,000	-	1,498,000	1,728,000
Net movement in funds		(297,615)	803,833	(283,976)	222,242	1,351,961
Reconciliation of Funds						
Funds brought forward at 1 September 2017		811,000	(5,164,751)	19,566,755	15,213,004	13,861,043
Funds carried forward at 31 August 2018		513,385	(4,360,918)	19,282,779	15,435,246	15,213,004

All of the Academy's activities derive from continuing operations in the current accounting period.

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

Thame Partnership Academy Trust
Balance sheet
As at 31 August 2018

Company number:
08154932

	Notes	2018 £	2018 £	2017 £	2017 £
Fixed assets					
Tangible assets	12		19,113,718		19,431,509
Investments	13		169,061		135,246
Current assets					
Debtors	14	359,243		196,215	
Investments		1,086		1,000,000	
Cash at bank and in hand		1,471,655		828,254	
		<u>1,831,984</u>		<u>2,024,469</u>	
Liabilities					
Creditors: Amounts falling due within one year	15	(1,230,517)		(1,071,220)	
Net current assets			<u>601,467</u>		<u>953,249</u>
			19,884,246		20,520,004
Creditors: Amounts falling due after more than one year	16		(81,000)		(108,000)
Net assets excluding pension liability			<u>19,803,246</u>		<u>20,412,004</u>
Defined benefit pension scheme liability	27		(4,368,000)		(5,199,000)
Total net assets			<u>15,435,246</u>		<u>15,213,004</u>
Funds of the academy trust:					
Restricted fixed asset funds	17		19,282,779		19,566,755
Restricted funds					
Restricted funds excluding pension liability	17	7,082		34,249	
Pension reserve	17	(4,368,000)		(5,199,000)	
			(4,360,918)		(5,164,751)
Total restricted funds			<u>14,921,861</u>		<u>14,402,004</u>
Unrestricted funds	17		513,385		811,000
Total funds			<u>15,435,246</u>		<u>15,213,004</u>

The financial statements on pages 31 to 56 were approved by the trustees and authorised for issue on 17 December 2018 and are signed on their behalf by



Mike Underwood
Chair of the Board of Trustees

Thame Partnership Academy Trust
Statement of Cash Flows
For the year ended 31 August 2018

	Notes	2018 £	2017 £
Cash flows from operating activities			
Net cash provided by (used in) operating activities	21	326,979	(238,022)
Cash flows from investing activities	23	(655,492)	(1,268,691)
Cash flows from financing activities	22	(27,000)	135,000
Change in cash and cash equivalents in the reporting period		<u>(355,513)</u>	<u>(1,371,713)</u>
Reconciliation of net cash flow to movement in net funds			
Cash and cash equivalents at 1 September 2017		1,828,254	3,199,967
Cash and cash equivalents at 31 August 2018	24	<u><u>1,472,741</u></u>	<u><u>1,828,254</u></u>

All of the cash flows are derived from continuing operations in the current accounting period.

1 Statement of Accounting Policies

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

Basis of Preparation

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

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

Going Concern

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

1 Statement of Accounting Policies (continued)

Income

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

Grants

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

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

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

Donations

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

Other Income

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

Donated goods, facilities and services

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

1 Statement of Accounting Policies (continued)

Expenditure

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

Expenditure on Raising Funds

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

Charitable Activities

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

All resources expended are inclusive of irrecoverable VAT.

Intangible Fixed Assets

Intangible assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

Tangible Fixed Assets

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

The property transferred on conversion has been valued on a depreciated replacement cost basis which is not representative of market value (see note 12 for further details).

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

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

Leasehold buildings (from conversion)	30 years
Leasehold buildings	50 years
Leasehold improvements	20 years
Fixtures, fittings and equipment	5 years
ICT equipment	3 years
Motor vehicles	5 years

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

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

1 Statement of Accounting Policies (continued)

Liabilities

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

Provisions

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

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

Leased Assets

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

Investments

Investments are included in the balance sheet at market value. Gains or losses arising on revaluation to market value are credited or charged in the Statement of Financial Activities as they arise.

Financial Instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised costs as detailed in note 14. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 15 and 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

Taxation

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

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

1 Statement of Accounting Policies (continued)

Pensions Benefits

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 27, the TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

Fund Accounting

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

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

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

1 Statement of Accounting Policies (continued)

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2018. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement

The academy trust participates in the Teacher's Pension Scheme (TPS) for qualifying employees. Under the definitions set out in FRS 102, this is a multi-employer pension scheme. There is insufficient information about the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets in the financial statements and therefore the plan is accounted for as a defined contribution scheme (see note 27).

Agency arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the academy trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 30.

2 Donations and capital grants

	Unrestricted Funds £	Restricted Funds £	Total 2018 £	Total 2017 £
DfE/ESFA capital grants				
Devolved formula capital grant	-	42,121	42,121	41,384
Condition Improvement Fund	-	-	-	1,457,724
	<u>-</u>	<u>42,121</u>	<u>42,121</u>	<u>1,499,108</u>
Other donations	<u>271,632</u>	<u>3,513</u>	<u>275,145</u>	<u>135,151</u>
	<u>271,632</u>	<u>45,634</u>	<u>317,266</u>	<u>1,634,259</u>

The income from donations and capital grants was £317,266 (2017: £1,634,259) of which £271,632 was unrestricted (2017: £4,631), £3,513 restricted (2017: £2,660) and £42,121 restricted fixed assets (2017: £1,626,968).

3 Funding for Academy's educational operations

	Unrestricted Funds £	Restricted Funds £	Total 2018 £	Total 2017 £
DfE/ESFA revenue grants				
General Annual Grant (GAG)	-	9,768,703	9,768,703	9,656,350
Other DfE Group grants	-	256,844	256,844	235,789
	<u>-</u>	<u>10,025,547</u>	<u>10,025,547</u>	<u>9,892,139</u>
Other Government grants				
Local Authority grants	-	188,651	188,651	134,316
	<u>-</u>	<u>188,651</u>	<u>188,651</u>	<u>134,316</u>
	<u>-</u>	<u>10,214,198</u>	<u>10,214,198</u>	<u>10,026,455</u>

The funding for the academy's educational operations was £10,214,198 (2017: £10,026,455) of which £Nil was unrestricted (2017: £Nil), £10,214,198 restricted (2017: £10,026,455) and £Nil restricted fixed assets (2017: £Nil).

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4 Other income for educational operations

	Unrestricted Funds £	Restricted Funds £	Total 2018 £	Total 2017 £
Trip and activity income	181,152	-	181,152	349,063
Catering income	569,878	-	569,878	541,470
Other educational income	75,649	-	75,649	82,840
	<u>826,679</u>	<u>-</u>	<u>826,679</u>	<u>973,373</u>

The other income for educational operations was £826,679 (2017: £973,373) of which £826,679 was unrestricted (2017: £973,373), £Nil restricted (2017: £Nil) and £Nil restricted fixed assets (2017: £Nil).

5 Other trading activities

	Unrestricted Funds £	Restricted Funds £	Total 2018 £	Total 2017 £
Hire of facilities	233,445	-	233,445	200,766
	<u>233,445</u>	<u>-</u>	<u>233,445</u>	<u>200,766</u>

The other trading activities income was £233,445 (2017: £200,766) of which £233,445 was unrestricted (2017: £200,766), £Nil restricted (2017: £Nil) and £Nil restricted fixed assets (2017: £Nil).

6 Investment Income

	Unrestricted Funds £	Restricted Funds £	Total 2018 £	Total 2017 £
Short term deposits	15,524	-	15,524	16,583
Dividend	3,259	-	3,259	1,932
	<u>18,783</u>	<u>-</u>	<u>18,783</u>	<u>18,515</u>

The investment income was £18,783 (2017: £18,515) of which £18,783 was unrestricted (2017: £16,583), £Nil restricted (2017: £1,932) and £Nil restricted fixed assets (2017: £Nil).

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7 Expenditure

	Staff Costs £	Non Pay Expenditure Premises Costs £	Other Costs £	Total 2018 £	Total 2017 £
Expenditure on raising funds					
Allocated support costs (note 9)	-	12,558	-	12,558	8,915
	-	12,558	-	12,558	8,915
Academy's educational operations					
Direct costs (note 8)	7,138,937	-	967,783	8,106,720	8,290,990
Allocated support costs (note 8)	2,382,352	516,026	1,872,673	4,771,051	4,937,000
	9,521,289	516,026	2,840,456	12,877,771	13,227,990
	9,521,289	528,584	2,840,456	12,890,329	13,236,905

The expenditure on raising funds was £12,558 (2017: £8,915) of which £Nil was unrestricted (2017: £8,915), £12,558 restricted (2017: £Nil) and £Nil restricted fixed assets (2017: £Nil).

The expenditure on academy's educational operations was £12,877,771 (2017: £13,227,990) of which £1,060,124 was unrestricted (2017: £973,373), £10,813,075 restricted (2017: £11,228,643) and £1,004,572 restricted fixed assets (2017: £1,025,974).

The 2017 allocated support costs have been amended for a reallocation of expenditure related to the Local Government Pension Scheme. This reallocation is between Other Finance Costs and Actuarial (Loss)/Gain.

Net income/(expenditure) for the period includes:

	2018 £	2017 £
Operating lease rentals	5,336	-
Depreciation	1,004,187	1,025,862
Fees payable to auditor for:		
Audit	6,700	6,500
Other services	3,900	5,345

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

	Total £	Individual items above £5,000	
		Amount £	Reason
Unrecoverable debts	887	-	-

8 Charitable Activities

	Total 2018 £	Total 2017 £
Direct costs - educational operations	8,106,720	8,290,990
Support costs - educational operations	4,771,051	4,937,000
	<u>12,877,771</u>	<u>13,227,990</u>

Analysis of support costs

	Educational operations £	Total 2018 £	Total 2017 £
Support staff costs	1,695,261	1,695,261	1,684,492
Depreciation	1,004,187	1,004,187	1,025,862
Technology costs	145,522	145,522	177,849
Premises costs	516,026	516,026	740,839
Other support costs	729,345	729,345	758,660
Governance costs	13,710	13,710	12,298
Other pension costs	525,000	525,000	399,000
Other finance costs (FRS102 pension)	142,000	142,000	138,000
Total support costs	<u>4,771,051</u>	<u>4,771,051</u>	<u>4,937,000</u>

The 2017 support costs have been amended for a reallocation of expenditure related to the Local Government Pension Scheme. This reallocation is between Other Finance Costs and Actuarial (Loss)/Gain.

9 Staff Costs

	2018 £	2017 £
Staff costs during the period were:		
Wages and salaries	7,038,443	6,967,617
Social security costs	591,829	639,128
Operating costs of defined benefit pension schemes		
Employer contributions to pension schemes	1,152,404	1,147,712
FRS102 Other pension and finance costs	667,000	537,000
Apprenticeship levy	20,091	8,197
	<u>9,469,767</u>	<u>9,299,654</u>
Agency supply staff costs	49,619	84,415
Staff restructuring costs	1,903	15,500
	<u>9,521,289</u>	<u>9,399,569</u>
Staff restructuring costs comprise:		
Redundancy payments	-	-
Severance payments	1,903	15,500
Other restructuring costs	-	-
	<u>1,903</u>	<u>15,500</u>

There are no non-statutory/non-contractual severance payments included in staff restructuring costs for 2018 (2017: £15,500). Individually the payment in 2017 was £15,500, which was made on 30 June 2017.

The 2017 staff costs have been amended for a reallocation of expenditure related to the Local Government Pension Scheme. This reallocation is between Other Finance Costs and Actuarial (Loss)/Gain.

9 Staff Costs (continued)

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

	2018 No.	2017 No.
Teachers	148	134
Administration and support	152	166
Management	11	11
	<u>311</u>	<u>311</u>

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

	2018 No.	2017 No.
£60,001 - £70,000	4	3
£70,001 - £80,000	2	2
£100,001 - £110,000	-	1
£110,001 - £120,000	1	-
	<u>1</u>	<u>-</u>

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on pages 2-3. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £907,012 (2017: £956,129).

10 Related Party Transactions - Trustees' remuneration and expenses

One or more trustees has been paid remuneration or has received other benefits from employment with the academy trust.

The head teacher and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of head teacher and staff members under their contracts of employment.

	2018 £	2017 £
D Wybron, Headteacher Governor and Trustee		
Remuneration	£110k-£115k	£105k-£110k
Employer's pension contributions paid	£15k-£20k	£15k-£20k
P Lowe, Staff Governor and Trustee		
Remuneration	£45k-£50k	£45k-£50k
Employer's pension contributions paid	£5k-£10k	£5k-£10k

During the period ended 31 August 2018, no expenses were reimbursed to trustees for travel and subsistence expenditure incurred in their roles as trustees (2017: £Nil).

11 Trustees and officers insurance

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £1m (2017: £1m) on any one claim and the cost for the period ended 31 August 2018 was £828 (2017: £934).

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

12 Tangible fixed assets

	Leasehold Buildings £	Furniture and Equipment £	Computer Equipment £	Motor Vehicles £	Total £
Cost					
As at 1 September 2017	22,001,159	806,418	693,377	19,440	23,520,394
Additions	523,440	113,193	49,763	-	686,396
As at 31 August 2018	22,524,599	919,611	743,140	19,440	24,206,790
Depreciation					
As at 1 September 2017	3,235,731	312,903	520,811	19,440	4,088,885
Charges in period	716,043	175,241	112,903	-	1,004,187
As at 31 August 2018	3,951,774	488,144	633,714	19,440	5,093,072
Net book values					
As at 31 August 2018	18,572,825	431,467	109,426	-	19,113,718
As at 1 September 2017	18,765,428	493,515	172,566	-	19,431,509

Leasehold property

The academy trust took out 125 year leases over the property at the date of conversion. Leasehold buildings are recognised in the accounts as the academy trust has the right to use the property. The valuation was arranged by the EFA and was carried out on a desktop depreciated replacement cost basis. Due to restrictions in the leases on the use of the land, the Trustees consider that the land has no value and as such is included in the financial statements at nil value. The freehold of this property is owned by the Local Authority.

Additions to assets under construction in the year represent capital works to existing buildings.

13 Fixed asset investments

Analysis of movement in investments	2018 £	2017 £
Market value at 1 September 2017	135,246	-
Additions	30,000	127,860
Realised and unrealised gains/losses on investments	4,200	7,498
Management fee	(385)	(112)
Market value at 31 August 2018	169,061	135,246

The investments are in a global asset allocation fund with mixed exposure, managed by UBS. The academy also purchased units in the Charinco Common Investment Fund during the year. These units had a market value of £32,977 at 31 August 2018.

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14 Debtors

	2018	2017
	£	£
Trade debtors	42,415	22,765
Prepayments and accrued income	137,699	71,267
VAT debtors	179,129	102,183
	<u>359,243</u>	<u>196,215</u>

15 Creditors: amounts falling due within one year

	2018	2017
	£	£
Trade creditors	673,582	421,440
Other taxation and social security	154,867	158,976
Other creditors	146,236	146,871
CIF Loan	27,000	27,000
Accruals and deferred income	228,832	316,933
	<u>1,230,517</u>	<u>1,071,220</u>

Deferred income

	2018	2017
	£	£
Deferred income at 1 September	36,782	26,657
Released from previous years	(36,782)	(26,657)
Resources deferred in the period	37,857	36,782
Deferred income at 31 August	<u>37,857</u>	<u>36,782</u>

Deferred income relates to income received in advance for rates rebate.

Included within other creditors falling due within one year is a CIF loan with a value of £27,000 (2017: £27,000) from the ESFA which is provided on the following terms:

Interest rate of 1.97%

Repayable over 5 years from 1 September 2017

16 Creditors: amounts falling due in greater than one year

	2018	2017
	£	£
CIF Loan	81,000	108,000
	<u>81,000</u>	<u>108,000</u>

Included within other creditors falling due in greater than one year is a CIF loan with a value of £108,000 from the ESFA which is provided on the following terms:

Interest rate of 1.97%

Repayable over 5 years from 1 September 2017

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17 Funds

	Balance at 1 September 2017 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2018 £
Restricted general funds					
General Annual Grant (GAG)	-	9,768,703	(9,712,458)	(56,245)	-
Pupil Premium funding	-	173,880	(173,880)	-	-
Other DfE funding	-	82,964	(82,964)	-	-
Local authority funding	-	188,651	(188,651)	-	-
Other restricted funds	34,249	3,513	(680)	(30,000)	7,082
Pension reserve (note 27)	(5,199,000)	-	(667,000)	1,498,000	(4,368,000)
	<u>(5,164,751)</u>	<u>10,217,711</u>	<u>(10,825,633)</u>	<u>1,411,755</u>	<u>(4,360,918)</u>
Restricted fixed asset funds					
Devolved Formula Capital	-	42,121	-	(42,121)	-
Fixed asset investment fund (note 13)	135,246	4,200	(385)	30,000	169,061
Fixed asset fund (note 12)	19,431,509	-	(1,004,187)	686,396	19,113,718
	<u>19,566,755</u>	<u>46,321</u>	<u>(1,004,572)</u>	<u>674,275</u>	<u>19,282,779</u>
Total restricted funds	<u>14,402,004</u>	<u>10,264,032</u>	<u>(11,830,205)</u>	<u>2,086,030</u>	<u>14,921,861</u>
Unrestricted funds					
Unrestricted funds	811,000	1,350,539	(1,060,124)	(588,030)	513,385
Total unrestricted funds	<u>811,000</u>	<u>1,350,539</u>	<u>(1,060,124)</u>	<u>(588,030)</u>	<u>513,385</u>
Total funds	<u>15,213,004</u>	<u>11,614,571</u>	<u>(12,890,329)</u>	<u>1,498,000</u>	<u>15,435,246</u>

The General Annual Grant represents funding received from the Education and Skills Funding Agency during the period in order to fund the continuing activities of the school. Under the funding agreement with the Secretary of State, the academy trust was not subject to limits on the amount of GAG that it could carry forward at 2018.

Pupil Premium Funding represents funding received from the Department for Education (DfE) to raise the attainment of disadvantaged pupils of all abilities. The eligibility of the pupils and rates of grant per pupil are set-out by the DfE. This funding is to be used for the provision of education.

Other DfE funding represents other forms of funding received from the Department for Education.

Local Authority funding represents various grant funding provided by Local Authorities.

Other restricted funds represent amounts given to the academy for specific revenue purposes.

The pension reserve fund separately identifies the pension deficit on the Local Government Pension Scheme, and through which all the movements on the pension scheme are recognised.

Devolved Formula Capital represents funding provided by the Department for Education to be used for capital projects. This funding may be used for specific capital projects which are not considered to be fixed asset additions.

The Fixed asset investment fund recognises the value of investments held by the trust.

The Fixed asset fund recognises the net book value of tangible fixed assets transferred to the trust on conversion and additions since conversion.

Unrestricted funds represent other income to the academy trust which is not received as funding or with a specific purpose.

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17 Funds (continued)

Comparative funds note

	Balance at 1 September 2016 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2017 £
Restricted general funds					
General Annual Grant (GAG)	313,857	9,656,350	(10,313,619)	343,412	-
Pupil Premium funding	-	162,700	(162,700)	-	-
Other DfE funding	-	73,089	(73,089)	-	-
Local authority funding	-	134,316	(134,316)	-	-
Other restricted funds	37,576	4,592	(7,919)	-	34,249
Pension reserve (note 27)	(6,390,000)	-	(537,000)	1,728,000	(5,199,000)
	<u>(6,038,567)</u>	<u>10,031,047</u>	<u>(11,228,643)</u>	<u>2,071,412</u>	<u>(5,164,751)</u>
Restricted fixed asset funds					
Condition Improvement Fund	887,319	1,457,724	-	(2,345,043)	-
Devolved Formula Capital	124,247	41,384	-	(165,631)	-
Fixed asset investments (note 13)	-	127,860	(112)	7,498	135,246
Fixed asset fund (note 12)	17,798,917	-	(1,025,862)	2,658,454	19,431,509
	<u>18,810,483</u>	<u>1,626,968</u>	<u>(1,025,974)</u>	<u>155,278</u>	<u>19,566,755</u>
Total restricted funds	<u>12,771,916</u>	<u>11,658,015</u>	<u>(12,254,617)</u>	<u>2,226,690</u>	<u>14,402,004</u>
Unrestricted funds					
Unrestricted funds	1,089,127	1,195,353	(982,288)	(491,192)	811,000
Total unrestricted funds	<u>1,089,127</u>	<u>1,195,353</u>	<u>(982,288)</u>	<u>(491,192)</u>	<u>811,000</u>
Total funds	<u>13,861,043</u>	<u>12,853,368</u>	<u>(13,236,905)</u>	<u>1,735,498</u>	<u>15,213,004</u>

The Comparative Funds Pension Reserve figures have been amended for a reallocation of expenditure related to the Local Government Pension Scheme. This reallocation is between Other Finance Costs and Actuarial (Loss)/Gain.

A current year 12 months and prior year 12 months combined position is as follows:

	Balance at 1 September 2016 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2018 £
Restricted general funds					
General Annual Grant (GAG)	313,857	19,425,053	(20,026,077)	287,167	-
Pupil Premium funding	-	336,580	(336,580)	-	-
Other DfE funding	-	156,053	(156,053)	-	-
Local authority funding	-	322,967	(322,967)	-	-
Other restricted funds	37,576	8,105	(8,599)	(30,000)	7,082
Pension reserve (note 27)	(6,390,000)	-	(1,204,000)	3,226,000	(4,368,000)
	<u>(6,038,567)</u>	<u>20,248,758</u>	<u>(22,054,276)</u>	<u>3,483,167</u>	<u>(4,360,918)</u>
Restricted fixed asset funds					
Condition Improvement Fund	887,319	1,457,724	-	(2,345,043)	-
Devolved Formula Capital	124,247	83,505	-	(207,752)	-
Fixed asset investments (note 13)	-	132,060	(497)	37,498	169,061
Fixed asset fund (note 12)	17,798,917	-	(2,030,049)	3,344,850	19,113,718
	<u>18,810,483</u>	<u>1,673,289</u>	<u>(2,030,546)</u>	<u>829,553</u>	<u>19,282,779</u>
Total restricted funds	<u>12,771,916</u>	<u>21,922,047</u>	<u>(24,084,822)</u>	<u>4,312,720</u>	<u>14,921,861</u>
Unrestricted funds					
Unrestricted funds	1,089,127	2,545,892	(2,042,412)	(1,079,222)	513,385
Total unrestricted funds	<u>1,089,127</u>	<u>2,545,892</u>	<u>(2,042,412)</u>	<u>(1,079,222)</u>	<u>513,385</u>
Total funds	<u>13,861,043</u>	<u>24,467,939</u>	<u>(26,127,234)</u>	<u>3,233,498</u>	<u>15,435,246</u>

Thame Partnership Academy Trust
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18 Analysis of net assets between funds

Fund balances at 31 August 2018 are represented by:

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Investments	-	-	169,061	169,061
Tangible fixed assets	-	-	19,113,718	19,113,718
Current assets	513,385	1,318,599	-	1,831,984
Current liabilities	-	(1,230,517)	-	(1,230,517)
Non-current liabilities	-	(81,000)	-	(81,000)
Pension Scheme liability	-	(4,368,000)	-	(4,368,000)
Total net assets	513,385	(4,360,918)	19,282,779	15,435,246

Comparative analysis of net assets between funds

Fund balances as at 31 August 2017 are represented by:

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Investments	-	-	135,246	135,246
Tangible fixed assets	-	-	19,431,509	19,431,509
Current assets	811,000	1,213,469	-	2,024,469
Current liabilities	-	(1,071,220)	-	(1,071,220)
Non-current liabilities	-	(108,000)	-	(108,000)
Pension Scheme liability	-	(5,199,000)	-	(5,199,000)
Total net assets	811,000	(5,164,751)	19,566,755	15,213,004

19 Capital commitments

	2018 £	2017 £
Contracted for, but not provided in the financial statements	102,000	-

20 Commitments under operating leases

Operating leases

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

	2018 £	2017 £
Amounts due within one year	11,490	-
Amounts due between one and five years	5,491	-
Amounts due after five years	-	-
	16,981	-

Thame Partnership Academy Trust
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21 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2018 £	2017 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(1,275,758)	(376,039)
Adjusted for:		
Depreciation (note 12)	1,004,187	1,025,862
Capital grants from DfE and other capital income	(42,121)	(1,499,108)
Interest and dividends receivable (note 6)	(18,783)	(18,515)
Deduct gains on investments	(3,815)	(7,386)
Defined benefit pension scheme cost less contributions payable (note 27)	142,000	(401,000)
Defined benefit pension scheme finance cost (note 27)	525,000	938,000
(Increase)/decrease in debtors	(163,028)	165,069
Increase/(decrease) in creditors	159,297	(64,905)
Net cash provided by/(used in) operating activities	326,979	(238,022)

22 Cash flows from financing activities

	2018 £	2017 £
Repayments of borrowing	(27,000)	-
Cash inflows from new borrowing	-	135,000
Net cash (used in)/provided by financing activities	(27,000)	135,000

23 Cash flows from investing activities

	2018 £	2017 £
Dividends, interest and rents from investments	18,783	18,515
Purchase of fixed asset investment	(30,000)	-
Donation of fixed asset investment	-	(127,860)
Purchase of tangible fixed assets	(686,396)	(2,658,454)
Capital grants from DfE Group	42,121	1,499,108
Net cash used in investing activities	(655,492)	(1,268,691)

24 Analysis of cash and cash equivalents

	At 1 September 2017 £	Cashflows £	At 31 August 2018 £
Cash at bank and in hand	828,254	644,487	1,472,741
Notice deposits (less than 3 months)	1,000,000	(1,000,000)	-
	1,828,254	(355,513)	1,472,741

25 Contingent liabilities

There are no contingent liabilities that require disclosure.

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.

27 Pension and similar obligations

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

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

Contributions amounting to £141,375 were payable to the schemes at 31 August 2018 (2017: £139,778) and are included within creditors.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, unfunded, defined benefit scheme governed by the Teachers' Pension Regulations (2010) and the Teachers' Pension Scheme Regulations 2014. These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

The Teachers' Pension Budgeting and Valuation Account

Although members may be employed by various bodies, their retirement and other pension benefits are set out in the regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. 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 under arrangements governed by the Act.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

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 results of the valuation are:

- employer contribution rates were set at 16.4% of pensionable pay; in line with current regulations, not including the additional 0.08% employers pay for the cost of Scheme administration;
- total scheme liabilities for service to the effective date of £191.5 billion, and notional assets of £176.6 billion giving a notional past service deficit of £15.0 billion;
- an employer cost cap of 10.9% of pensionable pay;
- actuarial assessments are undertaken in intervening years between formal valuations for financial reporting purposes, using updated membership data.

The new employer contribution rate and administration levy for the TPS were implemented in September 2015.

27 Pension and similar obligations (continued)

Teachers' Pension Scheme (continued)

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

The pension costs paid to TPS in the period amounted to £733,361 (2017: £750,019).

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

Scheme Changes

Lord Hutton, who chaired the Independent Public Service Pensions Commission, published his final report in March 2011 and made recommendations about how pensions can be made sustainable and affordable, whilst remaining fair to the workforce and the taxpayer. The Government accepted Lord Hutton's recommendations as the basis for consultation and Ministers engaged in extensive discussions with trade unions and other representative bodies on the reform of the TPS. Those discussions concluded on 9 March 2012, and the Department published a Proposed Final Agreement, setting out the design for a reformed TPS to be implemented from 1 April 2015.

The key provisions of the reformed schedule include: a pension based on career average earnings; an accrual rate of 1/57th; and a Normal Pension Age equal to the State Pension Age, but with options to enable members to retire earlier or later than their Normal Pension Age. Importantly, pension benefits built up before 1 April 2015 will be fully protected.

In addition, the Proposed Final Agreement includes a Government commitment that those within 10 years of Normal Pension Age on 1 April 2012 will see no change to the age at which they can retire, and no decrease in the amount of pension they receive when they retire. There will also be further transitional protection, tapered over a three and a half year period, for people who would fall up to three and a half years outside of the 10 year protection.

In his interim report of October 2010, Lord Hutton recommended that short-term savings were also required, and that the only realistic way of achieving these was to increase member contributions. At the Spending Review 2010 the Government announced an average increase of 3.2 percentage points on the contribution rates by 2014-15. The increases have been phased in since April 2012.

The arrangements for a reformed Teachers' Pension Scheme, in line with the remainder of the recommendations made by Lord Hutton, have now been implemented. The Career Average Revalued Earning (CARE) scheme was implemented from 1 April 2015, whereby benefits will accrue on a career average basis and there is a normal pension age aligned to the state pension age.

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

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the period ended 31 August 2018 was £555,000 (2017: £524,000), of which employer's contributions totalled £419,000 (2017: £394,000) and employees' contributions totalled £136,000 (2017: £130,000). The agreed contribution rates for future years are 17.2% for employers and 5.5-12.5% for employees. In addition, employer top-up contributions of £47,000 are due for the year ended 31st March 2019, £48,000 are due for the year ended 31st March 2020. The next full triennial valuation will be carried out as at 31 March 2019 with new contribution rates set from 1 April 2020.

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.

27 Pension and similar obligations (continued)

Local Government Pension Scheme (continued)

Principal actuarial assumptions

	At 31 August 2018	At 31 August 2017
Rate of increase in salaries	3.50%	4.20%
Rate of increase for pensions in payment / inflation	2.40%	2.70%
Discount rate for scheme liabilities	2.80%	2.60%
Inflation assumption (CPI)	2.40%	2.70%
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:

	At 31 August 2018	At 31 August 2017
<i>Retiring today</i>		
Males	23.4	23.4
Females	25.5	25.5
<i>Retiring in 20 years</i>		
Males	25.7	25.7
Females	27.9	27.9

Sensitivity Analysis - Effect on Scheme Liabilities

	At 31 August 2018	At 31 August 2017
Present value of total obligation	£	£
Discount rate +0.1%	10,715,000	10,663,000
Discount rate -0.1%	11,207,000	11,157,000
Mortality assumption - 1 year increase	N/A	11,271,000
Mortality assumption - 1 year decrease	N/A	10,555,000
CPI rate +0.1%	N/A	N/A
CPI rate -0.1%	N/A	N/A

27 Pension and similar obligations (continued)

Local Government Pension Scheme (continued)

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

	Fair value at 31 August 2018 £	Fair value at 31 August 2017 £
Equities	4,615,000	3,522,000
Gilts	-	849,000
Corporate bonds	1,121,000	276,000
Property	527,000	371,000
Cash and other liquid assets	330,000	220,000
LLP's	-	185,000
Hedge funds	-	-
Diversified growth fund	-	280,000
Alternative assets	-	5,000
Total market value of assets	6,593,000	5,708,000
Present value of scheme liabilities		
- Funded	(10,961,000)	(10,907,000)
Surplus/(deficit) in the scheme	(4,368,000)	(5,199,000)

The actual return on scheme assets was £455,000 (2017: £647,000).

Amounts recognised in the statement of financial activities

	2018 £	2017 £
Current service cost (net of employee contributions)	944,000	793,000
Net interest cost	142,000	137,000
Administration expenses	-	1,000
Total amount recognised in the SOFA	1,086,000	931,000

27 Pension and similar obligations (continued)

Local Government Pension Scheme (continued)

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

	2018 £	2017 £
At 1 September	10,907,000	11,111,000
Current service cost	944,000	793,000
Interest cost	296,000	245,000
Employee contributions	136,000	130,000
Actuarial (gain)/loss	(1,234,000)	(1,269,000)
Estimated benefits paid net of transfers in	(88,000)	(103,000)
At 31 August	<u>10,961,000</u>	<u>10,907,000</u>

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

	2018 £	2017 £
At 1 September	5,708,000	4,721,000
Interest income	154,000	108,000
Return on assets less interest	264,000	539,000
Administration expenses	-	(1,000)
Employer contributions	419,000	394,000
Employee contributions	136,000	130,000
Estimated benefits paid plus unfunded net of transfers in	(88,000)	(103,000)
Other actuarial gains/(losses)	-	(80,000)
At 31 August	<u>6,593,000</u>	<u>5,708,000</u>

Reconciliation of opening and closing deficit				
	2018		2017	
	£	£	£	£
Pension deficit at 1 September		(5,199,000)		(6,390,000)
Current service cost	(944,000)		(793,000)	
Employer contributions	419,000		394,000	
Additional pension cost		(525,000)		(399,000)
Other finance costs		(142,000)		(138,000)
Actuarial gains/(losses)		1,498,000		1,728,000
Pension deficit at 31 August		(4,368,000)		(5,199,000)

The 2017 pension figures have been amended for a reallocation of expenditure related to the Local Government Pension Scheme. This reallocation is between Other Finance Costs and Actuarial (Loss)/Gain.

28 Related party transactions

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

No related party transactions took place in the period of account, other than certain trustee's remuneration and expenses already disclosed in note 10.

29 Connected charities

The Willie Howe Memorial Trust provides financial support to pupils in the area of Arts education. Investment assets and funds of this trust amounted to £136,084 at 31 August 2018 (2017: £135,246). Dividend income amounting to £1,568 (2017: £1,932) was received in the year to 31 August 2018 and was distributed to the Academy Trust.

30 Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting year ending 31 August 2018 the trust received £25,963 (2017: £28,363) and disbursed £26,288 (2017: £30,454) from the fund. An amount of £846 (2017: £1,171) (including brought forward from prior years) is included in other creditors relating to undistributed funds that are repayable to ESFA.