ALL SAINTS INTER-CHURCH ACADEMY

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2014

Company Registration No. 08454781 (England and Wales)

COPY FOR SUBMISSION TO THE REGISTRAR OF COMPANIES

WEDNESDAY

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COMPANIES HOUSE

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Members	J Lynes	
	Father D Bagstaff	
	The Ely Diocesan Board of Finance	
Governors	S Burgess	
	A Caulkett	
	M Deyna-Hayward	
	J Doe	
	H Harwin	
	S Larham	
	J Lynes	
	R Martin	
	T Masterton	
	M Millinson	
	T Roberts	
	J Westwood	
	S White	
Company secretary	E Cowell	
Senior management team		
- Headteacher	M Millinson	(Appointed 1 September 2014)
	M Barry	(Appointed 23 February 2014 and resigned 1 September 2014)
	R Beeson	(Resigned 23 February 2014)
- Assistant headteacher	C Harrison	
	H Baumber	
- School business manager	E Cowell	
Accounting officer	M Millinson	(Appointed 1 September 2014)
	C Harrison	(Appointed 23 February 2014 and resigned 1 September 2014)
	R Beeson	(Resigned 23 February 2014)
Company number	08454781	
Principal and registered office	County Road	
	March	
	Cambridgeshire	
	PE15 8ND	

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Auditors	Rawlinsons Ruthlyn House 90 Lincoln Road Peterborough Cambridgeshire PE1 2SP
Bankers	Lloyds TSB plc Minster Place Ely Cambridgeshire CB7 4EN
Solicitors	Winckworth Sherwood Minerva House 5 Montague Close London SE1 9BB

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
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ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2014

The governors present their report and accounts for the year ended 31 August 2014.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the academy trust's Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, governance and management
The company is known as All Saints Inter-Church Academy.

The academy trust is a company limited by guarantee incorporated on 21 March 2013, and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the academy trust. On 1 April 2013 the charitable company commenced the operation of an academy school, following the conversion of a Local Authority controlled school.

The governors (not associate governors), are also the directors for the purpose of company law and trustees for the purposes of charity legislation.

Governors who served during the year were:

M Barry	(Appointed 10 March 2014 and resigned 1 September 2014)
R Beeson	(Resigned 23 February 2014)
Z Betts	(Resigned 11 November 2013)
S Burgess	(Appointed 1 April 2014)
A Caulkett	
N Charman	(Appointed 3 April 2014 and resigned 1 October 2014)
C Clarke	(Resigned 10 January 2014)
M Deyna-Hayward	
J Doe	(Appointed 2 June 2014)
C Halliday	(Resigned 5 November 2014)
H Harwin	
S Larham	
J Lynes	
R Martin	
T Masterton	(Appointed 3 April 2014)
T Roberts	
J Westwood	(Appointed 31 January 2014)
S White	

Associate governors who served during the period were:

A Beningfield	
J Doe	
C Harrison	
T Thomas	(Resigned 2 June 2014)

The members of the charitable company during the period were:
J Lynes
Father D Bagstaff
The Ely Diocesan Board of Finance

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

The management of the academy is the responsibility of the governors who are appointed, elected, or co-opted under the terms set out in the articles of association.

The governors are directors of the charitable company for the purposes of the Companies Act 2006 and trustees for the purposes of the charity legislation. Governors are appointed as and when vacancies occur or when individuals with the skills required are identified.

The Diocesan Bishop may appoint 6 Foundation Governors and the Ely Diocesan Board of Finance may appoint 6 foundation governors, 4 parent governors are elected by parents of children enrolled at the academy, 2 staff governors are elected by employed staff, the headteacher is a governor and the members may appoint 1 governor.

Governors may appoint co-opted governors. The Secretary of State retains the power to appoint additional governors.

The term of office for any governor shall be four years, save that this time limit shall not apply to the headteacher. Subject to remaining eligible to be a particular type of governor any governor may be reappointed or re-elected.

The new academy began trading on 1 April 2013 and has developed a governance and management structure deemed appropriate to the academy's constitution and objects. The academy's organisational structure consists of four levels - the governors, the senior management team, the senior leadership team, and support teams.

The governors are responsible for setting general policy, adopting an annual plan and budget, monitoring its financial and operational performance and making strategic decisions about the direction of the academy, approving major items of expenditure and making senior staff appointments. The governing body operates a committee structure reporting to the main governing body. Committees include Finance, Personnel, Healthy & Safe, Developing Improving and Sustaining Standards, and a number of statutory sub-committees. All committees have approved terms of reference. During the course of the period to 31 August 2014 the full governing body met 8 times. The governors have approved a scheme of financial and decision making delegation which clearly sets out the level of authority delegated to the headteacher.

The senior management team (SMT) manage the academy at an executive level, implement the policies laid down by governors and report back to them. The SMT is led by the headteacher who is the academy's accounting officer. Members of the SMT are responsible for developing and implementing Academy plans that seek to deliver the best possible outcomes for its students within the agreed budget and scheme of delegation approved by governors. The business manager is responsible for the financial management, premises and HR infrastructure.

The senior leadership team comprises of SMT and additional leaders and are responsible for the day to day delivery of teaching and learning of the academy, in particular the teaching staff and students.

The support teams are responsible for the non-teaching aspects of the academy.
The governors have assessed the major risks to which the academy trust is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2014

Objectives and activities
The principal object and activity of the charitable company is set out in the articles of association. In summary it is to advance for the public benefit, education in the United Kingdom by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

In addition the academy aims to improve teaching and learning on a wider basis across school communities through partnership arrangements.

In accordance with the articles of association the academy has adopted a funding agreement approved by the Secretary of State for Education. The funding agreement specifies, among other things, the basis for admitting students to the academy.

The governors have paid due regard to guidance issued by the Charity Commission in deciding what activities the academy trust should undertake.

As a Christian School the strategy for All Saints Inter-church Academy is encompassed in our Vision of:

- Pursuing excellence in teaching and learning, challenging children to reach their full potential, nurturing spirituality and respect for self and others, and inspiring values for life.

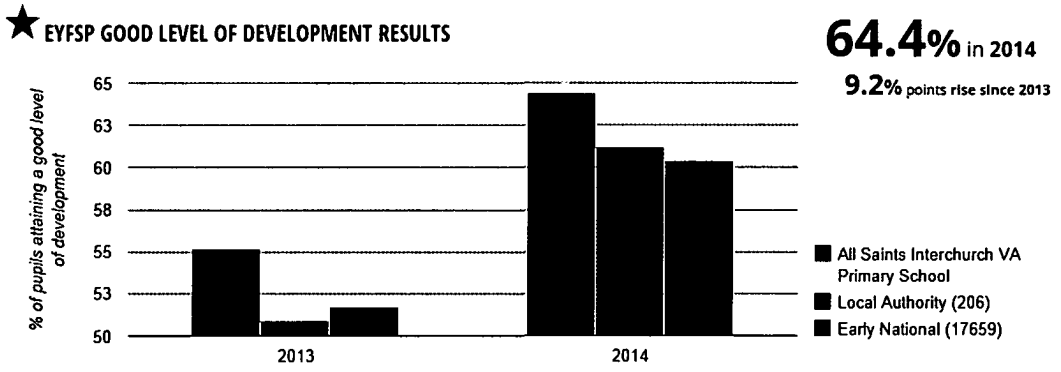
Equal opportunities policy
The governors recognise that equal opportunities should be an integral part of good practice within the workplace. The academy has established equal opportunities in all areas of its activities including creating a workplace environment in which the contribution and needs of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

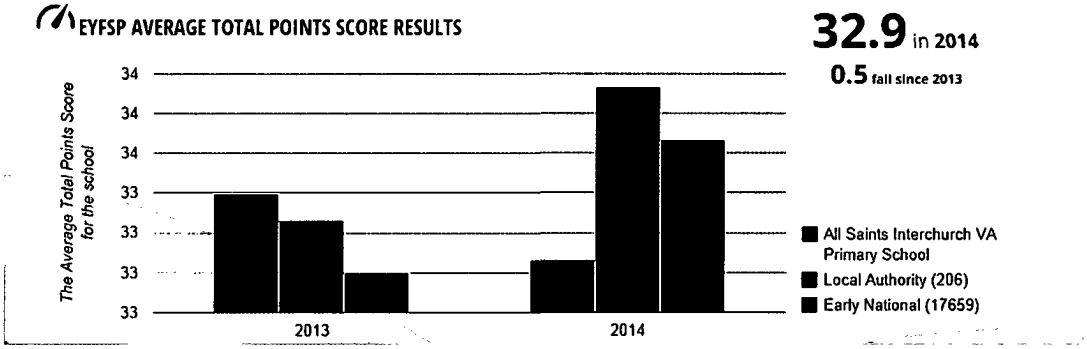
Disabled persons
The governors recognise their responsibility under disability legislation in relation to disabled students and employees and accessibility, in order to ensure that disabled students and employees do not receive less favourable treatment. The policy of the academy is to support the recruitment and retention of pupils and employees with disabilities by making resources available and through training and career development, and supports this by adapting the physical environment where practicable and reasonable.

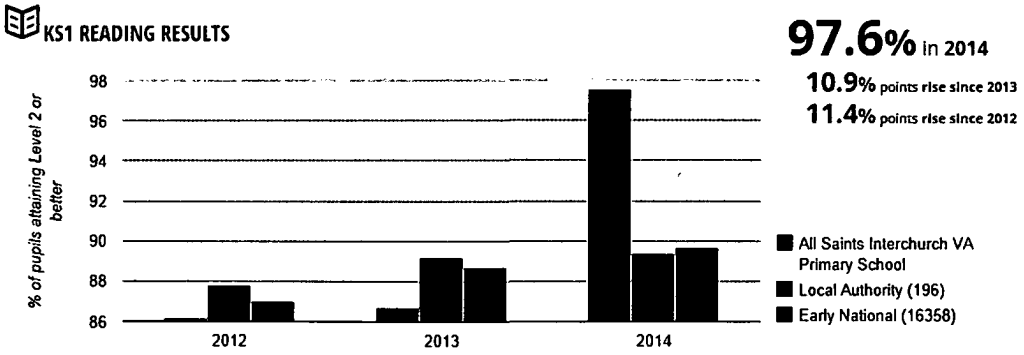
ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2014

Strategic Report

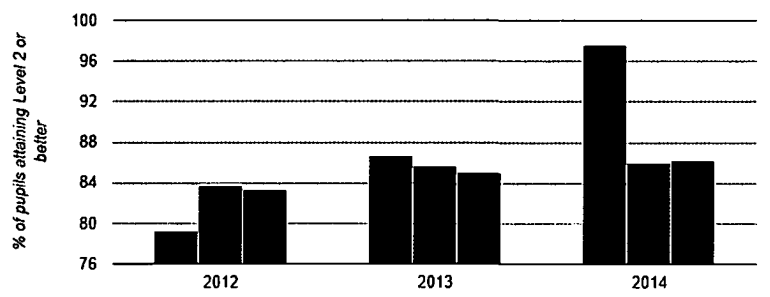
Achievements and performance
All Saints Inter-Church Academy has had a successful period in 2014.
Academically, the academy continues to achieve well as the following data exemplifies.





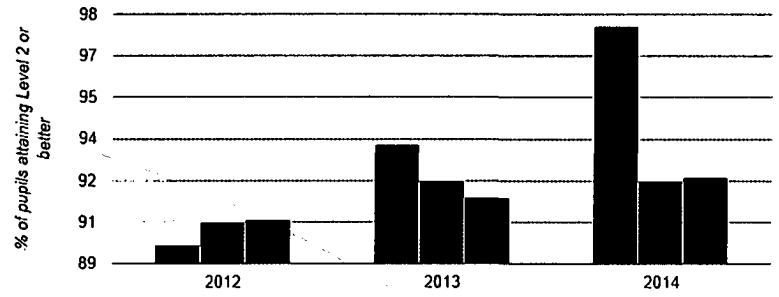


KS1 WRITING RESULTS



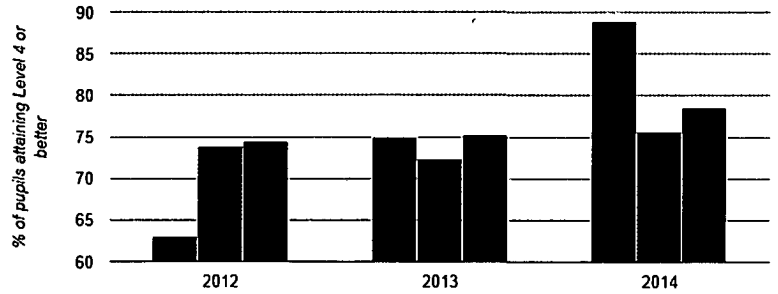
97.6% in 2014
10.9% points rise since 2013
18.3% points rise since 2012

KS1 MATHS RESULTS



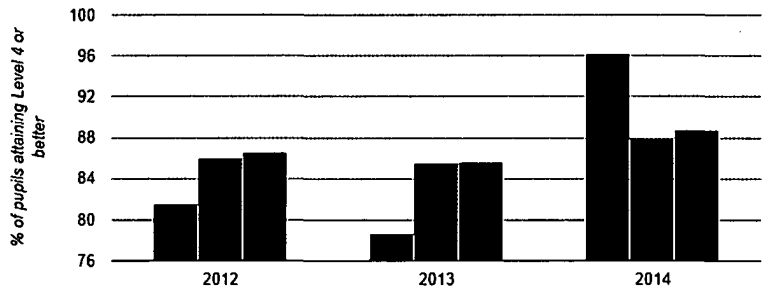
97.6% in 2014
4.3% points rise since 2013
7.9% points rise since 2012

KS2 RWM RESULTS



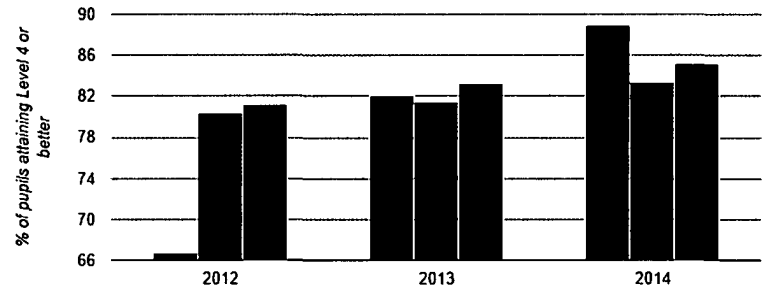
88.9% in 2014
13.9% points rise since 2013
25.9% points rise since 2012

KS2 READING RESULTS



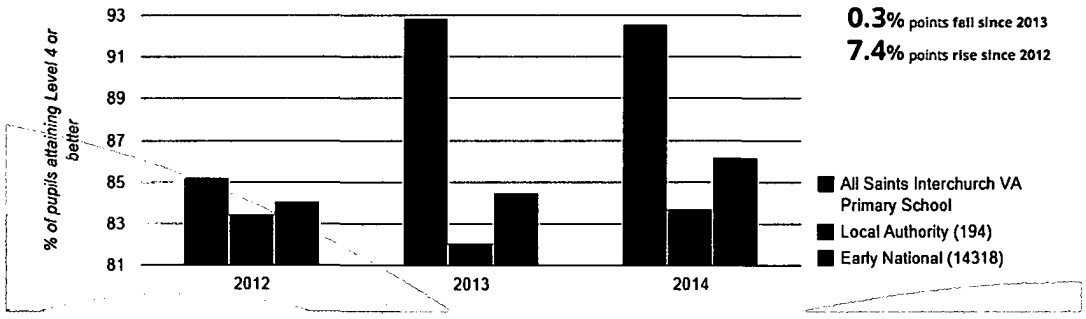
96.3% in 2014
17.7% points rise since 2013
14.8% points rise since 2012

KS2 WRITING RESULTS



88.9% in 2014
6.8% points rise since 2013
22.2% points rise since 2012

KS2 MATHS RESULTS



92.6% in 2014
0.3% points fall since 2013
7.4% points rise since 2012

Numbers across the school remain stable at around 220. We were oversubscribed in 2013 and took on an extra reception class as a result. We were also over subscribed in 2014.

Fund raising takes place for Children in Need, and other charities to develop a sense of responsibility towards others. We encourage pupils to take an active part in the life of the academy. The School Council and Eco schools look at work on issues identified by the pupils and offer advice on solutions.

To enrich the curriculum we provide many opportunities for special events, trips and visits including:
o Residential visit to The Oakes
o Class trips to Sandringham, Duxford and the Fitzwilliam Museum
o Pilgrimage to Walsingham

We hold successful theme weeks such as Science Week and Literacy Week, enabling children to develop skills which will lead to improvement in standards in these areas.
Church Links: As an Inter-Church Academy, we maintain strong links with all the churches in the town and support as many local events as possible, with the choir singing at summer and Christmas Fairs, as well as the annual Carol Service for St Mary's Church.

Financial review
Most of the academy's income is obtained from the Education Funding Agency (EFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the EFA during the period ended 31 August 2014 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The academy also receives grants for fixed assets from the EFA. Such grants are shown in the statement of financial activities as restricted income in the restricted fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned, under the current accounting policy.

During the twelve month period ended 31 August 2014, total expenditure before depreciation on educational activities was £919,192, which included legal & professional and governance costs of £10,624. This generated an excess of income over expenditure of £22,529. Non-academic activities, including school lettings, the pre-school operation and Ace Base after-school club recorded an excess of income over expenditure of £43,776 for the same period.

At 31 August 2014, fixed assets, which includes the academy's property has, during this past year, been revalued by the EFA at £2,285,051 and expenditure on computer equipment and fixtures purchased during the period of £4,805.

The net value after charging depreciation is £2,226,286.

The academy held funds at 31 August 2014 of £1,945,043 comprising of £2,244,890 of restricted fixed asset funds, £56,230 of other restricted funds, £177,923 of unrestricted and designated funds and a £534,000 deficit in the pension reserve.

The academy's non-teaching staff are entitled to membership of the Local Government Pension Scheme. The academy's share of the Scheme's assets is currently assessed to be less than its liabilities and consequently the academy balance sheet shows a net liability of £534,000. However, the deficit does not mean that an immediate liability for this amount crystallises. The financial projections for the coming years assume an increase in the academy's contributions sufficient to repay the deficit over the next 20 years. Funds were allocated within the budget to offset these rising contributions. During this year our pension providers have clarified their position with regards to our contributions for the next three years and their stabilisation policy for academies.

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2014

Plans for the future
The academy's improvement and development plan sets out objectives and targets for 2014/15 which include;

1. Improve the number of pupils attaining age related expectations in every year group this year and every year.

2. To embrace the government directive of assessment without levels while maintaining a broad and balanced curriculum.

3. To ensure that the new National Curriculum is embedded.

4. To close the attainment gap for our more vulnerable children.

Disclosure of information to auditors
Each of the governors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

Auditors
Rawlinsons were appointed auditors to the academy trust, a resolution proposing that they be re appointed will be put to the members.

Governors' report, incorporating a strategic report, approved by order of the board of governors, as the company directors, on ..4/12/14..... and signed on the board's behalf by:

.....
J Lynes
Chair of governors

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2014

Scope of responsibility

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

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

Governance

The information on governance included here supplements that described in the governors' report and in the statement of governors' responsibilities. The governing body has formally met eight times during the period. Attendance during the period at meetings of the governing body was as follows:

Governor	Meetings attended	Out of a possible
M Barry	2	5
R Beeson	2	3
Z Betts	1	1
S Burgess	2	4
A Caulkett	5	8
N Charman	1	4
C Clarke	1	2
M Deyna-Hayward	7	8
J Doe	0	2
C Halliday	7	8
H Harwin	8	8
S Larham	6	8
J Lynes	8	8
R Martin	3	8
T Masterton	3	4
T Roberts	8	8
J Westwood	4	5
S White	5	8

The following associate governors attended the meetings of the governing body during the year:

A Beningfield	5	8
J Doe	4	6
C Harrison	6	8
T Thomas	2	6

M Millinson (appointed 1 September 2014 as governor and accounting officer) attended the final meeting of the governing body during the year.

The finance and personnel committee is a sub-committee of the main governing body. Its purpose is to advise the governing body on all matters regarding finance and personnel. Attendance at meetings in the period was as follows:

Governor	Meetings attended	Out of a possible
M Barry	0	3
R Beeson	2	2
J Lynes	5	5
R Martin	2	5
T Roberts	3	5

The following associate governors attended the meetings of the finance and personnel committee during the year:

A Beningfield	3	5
C Harrison	3	5
T Thomas	4	4

The purpose of the system on internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in All Saints Inter-Church Academy for the year ended 31 August 2014 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The governing body has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The governing body is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the year ending 31 August 2014 and up to the date of approval of the annual report and financial statements. This 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 finance and personnel committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2014

The governing body has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the governors have appointed Clare Kirk as responsible officer ('RO'). The RO's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. On a regular basis, the RO reports to the governing body on the operation of the systems of control and on the discharge of the governing body's financial responsibilities.

The RO has delivered their schedule of work as planned. There were no major issues arising as a result of the RO's work and all minor issues reported to the academy have been addressed.

Review of effectiveness

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

- the work of the responsible officer;
- the work of the external auditor;
- 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 finance and personnel committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the governing body on ...4/12/14... and signed on its behalf by:

J Lynes
Chair of governors

C Harrison
Accounting officer
(to 1 September 2014)

M Millinson
Accounting officer
(from 1 September 2014)

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2014

As accounting officer of All Saints Inter-Church Academy I have considered my responsibility to notify the academy trust governing body and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook.

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

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

C Harrison
Accounting officer (to 1 September 2014)

Dated: C Harrison 4/12/14

M Millinson
Accounting officer (from 1 September 2014)

Dated: M.A. Millinson

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF GOVERNORS' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2014

The governors (who act as trustees for charitable activities of All Saints Inter-Church Academy and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the governors' report and the financial statements in accordance with the Annual Accounts Direction published by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; 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 governors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006.They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

Approved by order of the members of the governing body on ...4/12/14... and signed on its behalf by:

J Lynes
Chair of governors

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF ALL SAINTS INTER-CHURCH ACADEMY

We have audited the financial statements of All Saints Inter-Church Academy for the year ended 31 August 2014 which comprise the statement of financial activities, the balance sheet, the cash flow statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Annual Accounts Direction 2013 to 2014 issued by the Education Funding Agency.

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 auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the academy trust and its members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of governors and auditors
As explained more fully in the statement of governors' responsibilities, the governors, who are also the directors of All Saints Inter-Church Academy for the purposes of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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

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

Opinion on financial statements
In our opinion the financial statements:
- give a true and fair view of the state of the academy trust's affairs as at 31 August 2014 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Academies Accounts Direction 2013 to 2014 issued by the Education Funding Agency.

Opinion on other matter prescribed by the Companies Act 2006
In our opinion the information given in the governors' report for the financial period for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

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

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



Tracey Richardson BSc (Hons) FCA (Senior Statutory Auditor)
for and on behalf of Rawlinsons

Chartered Accountants
Statutory Auditor
Ruthlyn House
90 Lincoln Road
Peterborough
Cambridgeshire
PE1 2SP

Dated: 15/12/14

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY

TO ALL SAINTS INTER-CHURCH ACADEMY AND THE EDUCATION FUNDING AGENCY

In accordance with the terms of our engagement letter dated 29 September 2014 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2013 to 2014, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by All Saints Inter-Church Academy during the period 1 September 2013 to 31 August 2014 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of All Saints Inter-Church Academy's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of All Saints Inter-Church Academy funding agreement with the Secretary of State for Education and the Academies Financial Handbook, extant from 1 September 2013, 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 2013 to 2014. 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 2013 to 31 August 2014 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 2013 to 2014 issued by the EFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- a review of the activities of the academy, by reference to sources of income and other information available to us;
- sample testing of expenditure, including payroll;
- a review of minutes of governors' meetings.

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY (CONTINUED)

TO ALL SAINTS INTER-CHURCH ACADEMY AND THE EDUCATION FUNDING AGENCY

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 2013 to 31 August 2014 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Tracey Richardson BSc (Hons) FCA (Senior Statutory Auditor)
Reporting Accountant
for and on behalf of Rawlinsons

Chartered Accountants
Statutory Auditor
Ruthlyn House
90 Lincoln Road
Peterborough
Cambridgeshire
PE1 2SP

Dated: 15/12/14

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2014

	Notes	Unrestricted funds £	Designated funds £	Restricted general funds £	Restricted fixed asset funds £	Year ended 31 August 2014 Total £	5 months ended 31 August 2013 Total As restated £
Incoming resources from generated funds							
Voluntary income	2	-	25	-	-	25	2,029,805
Activities for generating funds	3	31,890	-	-	-	31,890	11,511
Investment income	4	541	86	-	-	627	107
		32,431	111	-	-	32,542	2,041,423
Incoming resources from charitable activities	5	9,847	169,612	941,721	6,475	1,127,655	431,057
Total incoming resources		42,278	169,723	941,721	6,475	1,160,197	2,472,480
Resources expended	6						
Charitable activities							
Core educational operations		30,580	20,752	908,568	45,325	1,005,225	412,733
Operation of a pre-school		-	116,893	-	-	116,893	54,959
Total charitable expenditure		30,580	137,645	908,568	45,325	1,122,118	467,692
Governance costs		-	-	10,624	-	10,624	17,200
Total resources expended		30,580	137,645	919,192	45,325	1,132,742	484,892
Net incoming/(outgoing) resources		11,698	32,078	22,529	(38,850)	27,455	1,987,588
Other recognised gains and losses							
Actuarial (loss)/gain on defined benefit pension schemes		-	-	(85,000)	-	(85,000)	15,000
Net income / (expenditure) for the year		11,698	32,078	(62,471)	(38,850)	(57,545)	2,002,588

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2014

	Unrestricted funds £	Designated funds £	Restricted general funds £	Restricted fixed asset funds £	Year ended 31 August 2014 Total £	5 months ended 31 August 2013 Total As restated £
Net income / (expenditure) for the year	**11,698**	**32,078**	**(62,471)**	**(38,850)**	**(57,545)**	2,002,588
Fund balances at 1 September 2013						
As originally reported	**70,643**	**63,504**	**(415,299)**	**1,898,937**	**1,617,785**	-
Prior year adjustment	**-**	**-**	**-**	**384,803**	**384,803**	-
As restated	**70,643**	**63,504**	**(415,299)**	**2,283,740**	**2,002,588**	-
Fund balances at 1 September 2013	**70,643**	**63,504**	**(415,299)**	**2,283,740**	**2,002,588**	-
Fund balances at 31 August 2014	**82,341**	**95,582**	**(477,770)**	**2,244,890**	**1,945,043**	2,002,588

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All of the academy's activities derive from continuing operations during the above two financial periods.

A statement of total recognised gains and losses is not required as all gains and losses are included in the statement of financial activities.

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET

AS AT 31 AUGUST 2014

	Notes	2014 £	2014 £	2013 £	2013 £ As restated
Fixed assets					
Tangible assets	14		**2,226,286**		2,266,806
Current assets					
Debtors	15	**34,414**		17,792	
Cash at bank and in hand		**285,978**		178,716	
		320,392		196,508	
Creditors: amounts falling due within one year	16	**(67,635)**		(40,726)	
Net current assets			**252,757**		155,782
Total assets less current liabilities			**2,479,043**		2,422,588
Defined benefit pension liability			**(534,000)**		(420,000)
Net assets			**1,945,043**		2,002,588
Funds of the academy:					
Restricted funds					
Restricted fixed asset fund	18		**2,244,890**		2,283,740
Restricted general fund:	19				
Other restricted funds		**56,230**		4,701	
Pension reserve		**(534,000)**		(420,000)	
			(477,770)		(415,299)
Unrestricted funds					
General fund		**82,341**		70,643	
Designated funds	20	**95,582**		63,504	
			177,923		134,147
Total funds			**1,945,043**		2,002,588

The financial statements on pages 18 to 45 were approved by the governors, and authorised for issue on 4/12/14 2014 and are signed on their behalf by:

J Lynes
Chair of governors

Company Registration No. 08454781

ALL SAINTS INTER-CHURCH ACADEMY
(A COMPANY LIMITED BY GUARANTEE)
CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2014

	Notes		2014 £		2013 £
Net cash inflow/(outflow) from operating activities	22		**105,592**		7,884
Cash transferred on conversion to an academy trust			**-**		167,296
Capital income / (expenditure)					
Capital grants and income		**6,475**		6,363	
Payments to acquire tangible fixed assets		**(4,805)**		(2,827)	
Net cash outflow from capital expenditure			**1,670**		3,536
Increase in cash	23		**107,262**		178,716

1 Accounting policies

1.1 Basis of preparation

The financial statements have been prepared under the historical cost convention in accordance with applicable United Kingdom Accounting Standards, the Charity Commission 'Statement of Recommended Practice: Accounting and Reporting by Charities' ('SORP 2005'), the Academies Accounts Direction issued by the EFA and the Companies Act 2006. A summary of the principal accounting policies, which have been applied consistently, except where noted, is set out below.

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

1.2 Incoming resources

All incoming resources are recognised when the academy trust has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

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

The value of donated services and gifts in kind provided to the academy trust are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the academy trust can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the statement of financial activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with academy trust's policies. The value of donated time from volunteers has not been included in these accounts.

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

General Annual Grant is recognised in full in the year for which it is receivable and any unspent amount is reflected as a balance in the restricted general fund. Capital grants are recognised when receivable and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted fixed asset fund.

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

1.3 Resources expended

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

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

1 Accounting Policies **(continued)**

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

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

All resources expended are inclusive of irrecoverable VAT.

1.4 Tangible fixed assets and depreciation

Assets costing £500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

The EFA commissioned a professional valuation at 31 March 2014 on a depreciated replacement cost value basis and that valuation has been used to bring the property into these accounts.

Furniture and equipment transferred into the academy from the previous Local Authority School has not been valued and introduced into these accounts.

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

Freehold land is not depreciated	
Freehold buildings	2% p.a. on a straight line basis
Plant and machinery	33% p.a. on a straight line basis
Fixtures, fittings & equipment	25% p.a. on a reducing balance basis

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.

1.5 Leasing and hire purchase commitments

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

The land and buildings from which the academy operate are leased from the Diocese of Ely at £nil rent. A commercial value of the lease has not been included in these accounts as expenditure or donated income.

1 Accounting Policies **(continued)**

1.6 Pensions

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in Note 17, the TPS is a multi-employer scheme and the academy trust is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The LGPS is a funded scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the statement of financial activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period until vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

1.7 Accumulated funds

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

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

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

1.8 Taxation

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

2 Voluntary income

	Year ended 31 August 2014 Total	5 months ended 31 August 2013 Total As restated
	£	£
Donations and gifts	**25**	1,285
Transfer from Local Authority school fund	**-**	4,537
Transfer from Local Authority Ace Base	**-**	9,776
Transfer from Local Authority pre-school	**-**	72,436
Funds transferred from Diocese	**-**	13,398
Funds transferred from Local Authority school	**-**	67,149
Donation of property from Local Authority school	**-**	2,282,224
Pension deficit transferred from Local Authority school	**-**	(421,000)
	25	2,029,805

3 Activities for generating funds

	Year ended 31 August 2014 Total	5 months ended 31 August 2013 Total
	£	£
Catering income	**23,707**	8,408
Lettings	**8,183**	3,103
	31,890	11,511

4 Investment income

	Unrestricted funds £	Designated funds £	Year ended 31 August 2014 Total £	5 months ended 31 August 2013 Total £
Interest receivable	**541**	**86**	**627**	107

5 Incoming resources from charitable activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Restricted Fixed Asset funds £	Year ended 31 August 2014 Total £	5 months ended 31 August 2013 Total £
Core educational operations	**9,847**	**20,879**	**941,721**	**6,475**	**978,922**	396,379
Operation of a pre-school	**-**	**148,733**	**-**	**-**	**148,733**	34,678
	9,847	**169,612**	**941,721**	**6,475**	**1,127,655**	431,057

Included within income relating to core educational operations are the following restricted grants:		
General Annual Grant (GAG)	798,576	341,704
Other EFA grants	67,429	34,000
Local authority grants	69,110	7,906
Other EFA grants - capital	6,475	6,363
	941,590	389,973

Included within income relating to operation of a pre-school are the following grants		
Pre-school grant	137,120	29,220
	137,120	29,220

6 Total resources expended

	Staff costs	Depreciation	Other costs	Year ended 31 August 2014 Total	5 months ended 31 August 2013 Total As restated
	£	£	£	£	£
Charitable activities					
Core educational operations					
Activities undertaken directly	657,676	-	62,696	720,372	283,102
Support costs	97,488	45,325	142,040	284,853	129,631
Total	755,164	45,325	204,736	1,005,225	412,733
Operation of a pre-school					
Activities undertaken directly	90,653	-	-	90,653	42,511
Support costs	-	-	26,240	26,240	12,448
Total	90,653	-	26,240	116,893	54,959
	845,817	**45,325**	**230,976**	**1,122,118**	467,692
Governance costs	**-**	**-**	**10,624**	**10,624**	17,200
	845,817	**45,325**	**241,600**	**1,132,742**	484,892

Governance costs includes payments to the auditors of £6,200 (2013 - £6,000).

7 Activities undertaken directly

	Year ended 31 August 2014 Total	5 months ended 31 August 2013 Total
Other costs relating to core educational operations comprise:		
Restricted funds		
Educational supplies and services	**29,345**	13,123
Technology costs	**2,054**	1,061
Staff related insurance	**4,248**	1,602
Staff development	**8,235**	2,166
Other direct costs	**1,301**	181
	45,183	18,133
Unrestricted funds		
Staff development	**6,873**	-
	6,873	-
Designated funds		
Other direct costs	**10,640**	5,909
	10,640	5,909
	62,696	24,042

8 Support costs

	Core educational operations £	Operation of a pre-school £	Year ended 31 August 2014 Total £	5 months ended 31 August 2013 Total £
Restricted funds				
Maintenance of premises	**12,711**	**-**	**12,711**	12,872
Other occupancy costs	**39,609**	**-**	**39,609**	24,619
Recruitment and indirect staff costs	**8,955**	**-**	**8,955**	1,737
Catering costs	**20,136**	**-**	**20,136**	7,180
Technology costs	**11,898**	**-**	**11,898**	12,116
Other supplies and services	**25,024**	**-**	**25,024**	7,079
	118,333	**-**	**118,333**	65,603
Unrestricted funds				
Catering costs	**23,707**	**-**	**23,707**	8,408
	23,707	**-**	**23,707**	8,408
Designated funds				
Trips and events costs	**-**	**1,705**	**1,705**	2,092
Other supplies and services	**-**	**24,535**	**24,535**	10,356
	-	**26,240**	**26,240**	12,448
Staff costs	**97,488**	**-**	**97,488**	37,375
Depreciation	**45,325**	**-**	**45,325**	18,245
	284,853	**26,240**	**311,093**	142,079

9 Governance costs

	Year ended 31 August 2014 Total £	5 months ended 31 August 2013 Total £
Other governance costs comprise:		
Audit fees	**6,200**	6,000
Legal fees	**2,682**	10,586
Governors' meeting expenses	**1,742**	614
	10,624	17,200

10 Governors' remuneration and expenses

Headteacher and staff governors only receive remuneration in respect of services they provide undertaking the roles of headteacher and staff and **not in respect of their services as governors.** Other governors did not receive any payments, other than expenses, from the academy in respect of their role as governors. The value of governors' remuneration was as follows:

	Band - 2014	**Band - 2013**
M Barry - headteacher and governor	£15,000 - £20,000	£nil
R Beeson - headteacher and governor	£25,000 - £30,000	£20,000 - £25,000
C Clarke - staff governor	£10,000 - £15,000	£nil - £5,000
S White - staff governor	£25,000 - £30,000	£5,000 - £10,000
J Westwood - staff governor	£15,000 - £20,000	£nil

Comparatives are for five months only.

The above staff governors participated in the Teachers' Pension Scheme. During the year ended 31 August 2014, pension contributions for these staff amounted to £12,533 (2013 - £5,023).

During the year ended 31 August 2014, expenses totalling £187 were reimbursed to 5 governors (2013 - £281 reimbursed to 2 governors).

Other related party transactions involving the governors are set out in note 27.

11 Governor' and officers' insurance

In accordance with normal commercial practice the academy has purchased insurance to protect governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2014 was £320 (2013 - £484). The cost of this insurance is included in the total insurance cost.

12 Employees

Number of employees

The average monthly number of employees during the year was:

	2014 Number	2013 Number
Teachers	9	10
Administration and support	17	22
Management	3	3
	29	35

The average monthly number of employees during the year expressed as full time equivalents was:

	2014 Number	2013 Number
Teachers	8	7
Administration and support	11	12
Management	3	3
	22	22

Employment costs	Year ended 31 August 2014 Total £	5 months ended 31 August 2013 Total £
Wages and salaries	659,960	272,858
Social security costs	41,442	13,353
Other pension costs	105,717	48,550
	807,119	334,761
Supply teacher costs	38,698	4,185
Compensation payments	-	-
	845,817	338,946

There were no employees whose annual remuneration was £60,000 or more (2013 - none).

13 Prior period adjustment

Following further guidance issued by the EFA, a prior period adjustment has been made in respect of the transfer of the long leasehold property from the Diocese at an amount of £2,282,224. The EFA commissioned a professional valuation in 2014 and that valuation has been used to determine the value in these accounts.

14 Tangible fixed assets

	Land and buildings	Computer equipment	Fixtures, fittings & equipment	Total
	£	£	£	£
Cost				
As originally stated 1 September 2013	1,892,198	2,092	735	1,895,025
Prior year adjustment	390,026	-	-	390,026
As restated	2,282,224	2,092	735	2,285,051
Additions	-	4,805	-	4,805
At 31 August 2014	**2,282,224**	**6,897**	**735**	**2,289,856**
Depreciation				
As originally stated 1 September 2013	12,787	174	61	13,022
Prior year adjustment	5,223	-	-	5,223
As restated	18,010	174	61	18,245
Charge for the year	43,224	1,932	169	45,325
At 31 August 2014	**61,234**	**2,106**	**230**	**63,570**
Net book value				
At 31 August 2014	**2,220,990**	**4,791**	**505**	**2,226,286**
At 31 August 2013	2,264,214	1,918	674	2,266,806

15 Debtors

	2014	2013
	£	£
Other debtors	**9,591**	2,335
Prepayments and accrued income	**24,823**	15,457
	34,414	17,792

16 Creditors: amounts falling due within one year	2014	2013
	£	£
Taxes and social security costs	**8,806**	10,264
Other creditors	**10,299**	-
Accruals	**12,783**	15,367
Deferred income	**35,747**	15,095
	67,635	40,726

Deferred income relates to a grant received for the pre-school of £14,900 (2013 - £15,095) and a grant received for the provision of free school meals of £20,847 (2013 - £nil) for the first term of the next financial year.

17 Pension and other post-retirement benefit commitments

The academy'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 Cambridgeshire County Council. Both are defined-benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2004 and of the LGPS 31 March 2013.

Contributions amounting to £9,954 (2013 - £nil) were payable to the schemes at 31 August 2014 and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

The Teachers' Pensions Regulations require an annual account to be kept of receipts and expenditure (including the cost of pensions' 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 elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge (currently 14.1%);
- total scheme liabilities for service to the effective date of £191,500 million, and notional assets of £176,600 million, giving a notional past service deficit of £14,900 million; and
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations.

The new employer contribution rate is applicable from 1 April 2015 and will be implemented for the TPS from September 2015.

A copy of the valuation report and supporting documentation is on the Teachers Pension Website.

17 Pension and other post-retirement benefit commitments **(continued)**

Teachers' Pension Scheme changes

Lord Hutton made recommendations in 2011 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 with trade unions and other representative bodies. In March 2012 the Department for Education published proposals for the design for a reformed TPS.

The key provisions of the reformed scheme include: a pension based on career average earnings; an accrual rate of 1/57th; and a Normal Pension Age equal to State Pension Age, but with options to enable members to retire earlier or later than their Normal Pension Age. 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 were to be phased in from April 2012 on a 40:80:100% basis.

The Department for Education has continued to work closely with trade unions and other representative bodies to develop the reformatted Teachers' Pension Scheme and regulations giving effect to it came into force on 1 April 2014. Communications are being rolled out and the reformatted scheme will commence on 1 April 2015.

Under the definitions set out in Financial Reporting Standard (FRS 17) Retirement Benefits, the TPS is a multi-employer pension scheme. The academy is unable to identify its share of the underlying assets and liabilities of the scheme. Accordingly, the academy has taken advantage of the exemption in FRS 17 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy has set out above the information available on the scheme.

17 Pension and other post-retirement benefit commitments **(continued)**

Local Government Pension Scheme (LGPS)
The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2014 was £45,095, of which employer's contributions totalled £34,958 and employees' contributions totalled £10,137. The agreed contribution rates for future years are 19% for employers and between 5.5% and 7.5% for employees.

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

Defined contribution (TPS)

	2014 £	2013 £
Contributions payable by the company for the year	27,042	20,987

Employee benefit obligations (LGPS)

The amounts recognised in the balance sheet are as follows:

	Defined benefit pension plans	
	2014 £	2013 £
Present value of funded obligations	765,000	586,000
Fair value of plan assets	(231,000)	(166,000)
	534,000	420,000

17 **Pension and other post-retirement benefit commitments** *(continued)*

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

	Defined benefit pension plans	
	2014	**2013**
	£	**£**
Included in staff costs within total resources expended		
Current service cost	46,000	20,000
	46,000	20,000
Net pension finance costs included within total resources expended		
Interest on obligation	28,000	11,000
Expected return on pension scheme assets	(11,000)	(3,000)
	17,000	8,000
Total	63,000	28,000
Actual return on plan assets	21,000	3,000

Included with other recognised gains and losses:

	Defined benefit pension plans	
	2014	**2013**
	£	**£**
Actual return less expected return on pension scheme assets	10,000	-
Experience gains and losses arising on scheme liabilities	(95,000)	15,000
	(85,000)	15,000

The actuarial gains and losses for the current period are recognised in the statement of financial activities.
The cumulative amount of actuarial gains and losses recognised in the statement of financial activities since the adoption of FRS17 is a £70,000 loss (2013 - £15,000 gain).

17 Pension and other post-retirement benefit commitments **(continued)**

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2014	**2013**
	£	**£**
Opening defined benefit obligation	586,000	566,000
Current service cost	46,000	20,000
Interest cost	28,000	11,000
Contributions by scheme participants	10,000	4,000
Actuarial losses (gains)	95,000	(15,000)
Total	765,000	586,000

Changes in fair value of plan assets are as follows:

	Defined benefit pension plans	
	2014	**2013**
	£	**£**
Opening fair value of plan assets	166,000	145,000
Expected return	11,000	3,000
Actuarial gains / (losses)	10,000	-
Contributions by employer	34,000	14,000
Contributions from scheme participants	10,000	4,000
	231,000	166,000

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

	2014	**2013**
	%	**%**
Equities	74.03%	68.67%
Bonds	16.02%	15.06%
Property	6.93%	7.23%
Other assets	3.03%	9.04%

17 Pension and other post-retirement benefit commitments **(continued)**

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

	2014 %	2013 %
Discount rate at 31 August 2014	3.70	4.60
Expected return on plan assets at 31 August 2014	5.60	5.80
Future salary increases	4.50	5.10
Future pension increases	2.70	2.80

Mortality rates

The average future life expectancies at age 65 are summarised below:

	2014 years	2013 years
Current pensioners		
Males	23	21
Females	25	24
Future pensioners		
Males	24	23
Females	27	26

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are set out below:

Change in assumptions at 31 August 2014	Approximate % increase to Employer Liability	Approximate monetary amount
0.5% decrease in Real Discount Rate	13%	£100,000
1 year increase in member life expectancy	3%	£23,000
0.5% increase in the Salary Increase Rate	6%	£45,000
0.5% increase in the Pension Increase Rate	7%	£52,000

Amounts for the current and previous periods are as follows:
Defined benefit pension plans

	2014 £	2013 £
Defined benefit obligation	(765,000)	(586,000)
Plan assets	231,000	166,000
Surplus/(deficit)	(534,000)	(420,000)
Experience adjustments on plan liabilities	(95,000)	15,000
Experience adjustments on plan assets	10,000	-

The estimated value of employer contributions for the year ended 31 August 2015 is £35,000.

18 Restricted fixed asset fund

The income funds of the academy include restricted fixed asset funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds			
	Balance at 1 September 2013 as restated	**Incoming resources**	**Resources expended**	**Transfers**	**Balance at 31 August 2014**
	£	£	£	£	£
EFA - devolved capital formula grant	3,536	6,475	-	(4,805)	**5,206**
Capital donation from Diocese on conversion	13,398	-	-	-	**13,398**
Expenditure capitalised as fixed assets	2,592	-	(2,101)	4,805	**5,296**
Property transferred from Local Authority school	2,264,214	-	(43,224)	-	**2,220,990**
	2,283,740	6,475	(45,325)	-	**2,244,890**

The capital formula funding has to be spent on capital expenditure within three years of allocation.

The funds transferred from the Diocese on conversion are to be spent on capital projects with no time restrictions.

Expenditure capitalised as fixed assets represents the net book value of fixed assets expended.

19 Restricted general funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds			
	Balance at 1 September 2013	Incoming resources	Resources expended	Investments gains/losses	Balance at 31 August 2014
	£	£	£	£	£
General Annual Grant (GAG)	4,701	798,576	(747,047)	-	**56,230**
EFA - pupil premium	-	58,479	(58,479)	-	**-**
EFA - PE and sports grant	-	8,950	(8,950)	-	**-**
CCC - SEN funding	-	11,558	(11,558)	-	**-**
CCC - pupil premium	-	3,400	(3,400)	-	**-**
CCC - growth funding	-	53,000	(53,000)	-	**-**
CCC - other grants	-	1,152	(1,152)	-	**-**
Other income	-	6,606	(6,606)	-	**-**
Pension provision	(420,000)	-	(29,000)	(85,000)	**(534,000)**
	(415,299)	941,721	(919,192)	(85,000)	**(477,770)**

The restricted grant income in the period all relates to the charitable object of the provision of education for children attending the academy.

Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2014.

The pension provision equates to the deficit on the Local Government Pension Scheme FRS17 valuation.

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.

20 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the governors for specific purposes:

	Balance at 1 September 2013	Movement in funds: Incoming resources	Resources expended	Balance at 31 August 2014
	£	£	£	£
School fund	1,151	2,020	(1,645)	**1,526**
Pre-school fund	53,458	148,809	(116,893)	**85,374**
Ace-Base fund	8,895	11,368	(11,581)	**8,682**
School trips	-	7,526	(7,526)	**-**
	63,504	169,723	(137,645)	**95,582**

The school fund has been designated by governors for use in a variety of different areas.

The pre-school fund has been designated to spend on children at the pre-school club.

The Ace-Base fund has been designated to spend on children at the Ace-Base after school club.

The school trips fund is income that is received from parents that has been designated to use for expenditure on trips.

21 Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	Restricted fixed asset funds	Total
	£	£	£	£	£
Fund balances at 31 August 2014 are represented by:					
Tangible fixed assets	-	-	-	2,226,286	**2,226,286**
Current assets	82,341	110,482	108,965	18,604	**320,392**
Creditors: amounts falling due within one year	-	(14,900)	(52,735)	-	**(67,635)**
Defined benefit pension liability	-	-	(534,000)	-	**(534,000)**
	82,341	95,582	(477,770)	2,244,890	**1,945,043**

22 Net cash inflow from operating activities

	2014	2013
	£	£
Net movement in funds per statement of financial activities	27,455	1,987,588
Property transferred in from Local Authority school	-	(2,282,224)
Capital fund income	(6,475)	(6,363)
Cash transferred on conversion to an academy trust	-	(167,296)
Pension deficit transferred from Local Authority school	-	421,000
Depreciation of tangible fixed assets	45,325	18,245
Additional actuarial service costs	29,000	14,000
Increase in debtors	(16,622)	(17,792)
Increase in creditors	26,909	40,726
	105,592	7,884

23 Reconciliation of net cash flow to movement in net funds

	2014	2013
	£	£
Increase in cash	**107,262**	178,716
Net funds at 1 September 2013	**178,716**	-
Net funds at 31 August 2014	**285,978**	178,716

24 Analysis of net cash balances

	At 1 September 2013	Cash flow	Non-cash changes	At 31 August 2014
	£	£	£	£
Cash at bank and in hand	178,716	107,262	-	285,978
	178,716	**107,262**	**-**	**285,978**

25 Commitments under operating leases

At 31 August 2014 the company had annual commitments under non-cancellable operating leases as follows:

	2014	2013
	£	£
Expiry date:		
Within one year	-	1,002
Between two and five years	1,125	-
	1,125	1,002

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.

No individual has a controlling interest in the charitable company.

27 Related parties

Owing to the nature of the academy's operations and the composition of the board of governors being drawn from local public and private sector organisations, it is inevitable that transactions may take place with organisations in which a member of the board of governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the trust's financial regulations and normal procurement procedures.

No related party transactions took place during this period.

The following governors have family members who were employees of the Academy:

Governor	Relationship	Name	Job title
Mrs M Deyna-Hayward	Husband	Mr P Hayward	Caretaker

These contracts are on the same basis as other comparable employees at the Academy.

Some of the governors have children who are pupils at the academy, consequently there will be transactions between those governors and the academy in respect of their children's education. These are on the same basis as other pupils at the academy.

28 Comparatives

A number of income and expenditure notes have been reanalysed for the prior period, in order to show a consistent approach in line with the latest EFA reporting requirements. This has not affected the surplus or deficit for the period.