Company Registration No. 08454781 (England and Wales)

ALL SAINTS INTER-CHURCH ACADEMY

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2019

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ALL SAINTS INTER-CHURCH ACADEMY

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ALL SAINTS INTER-CHURCH ACADEMY

REFERENCE AND ADMINISTRATIVE DETAILS

Members	
	J Lynes
	Father D Bagstaff
	The Ely Diocesan Board of Finance
Governors	C Bester (Resigned 8 November 2019)
	S Burgess
	A Caulkett
	D Hughes (Resigned 26 September 2019)
	J Lynes (Chair of governors)
	M Millinson (Accounting officer)
	T Roberts (Resigned 19 October 2018)
	Rev A Smith
	M Staton (Resigned 13 May 2019)
	J Westwood
	D Krawczyk (Appointed 15 October 2018)
	S Mayern (Appointed 14 March 2019)
	A Whyte (Appointed 4 September 2019)
	N Liversedge (Appointed 11 November 2019)
	K Matthews (Appointed 11 November 2019)
	A Lubinska-Zwara (Appointed 11 November 2019)
Senior management team	
- Headteacher	M Millinson
- Deputy headteacher	C Harrison
- Assistant headteacher	H Baumber
- Assistant headteacher	C Barker
- Accounting officer	M Millinson
Company secretary	E Cowell
Company registration number	08454781 (England and Wales)
Registered office	All Saints Inter-Church Academy
	County Road
	March
	Cambridgeshire
	PE15 8ND
Independent auditor	Baldwins Audit Services
	Ruthlyn House
	90 Lincoln Road
	Peterborough
	Cambridgeshire
	PE1 2SP
Bankers	Lloyds Plc
	Minster Place
	Ely
	Cambridgeshire
	CB7 4EN

ALL SAINTS INTER-CHURCH ACADEMY

REFERENCE AND ADMINISTRATIVE DETAILS

Solicitors	Winckworth Sherwood Minerva House 5 Montague Close London SE1 9BB

ALL SAINTS INTER-CHURCH ACADEMY

GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2019

The governors present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2018 to 31 August 2019. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

Structure, governance and management

Constitution

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

The governors are the trustees of All Saints Inter-Church Academy and are also the directors of the charitable company for the purposes of company law. Details of the governors who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

Members' liability

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

Method of recruitment and appointment or election of governors

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 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 board of governors may be composed of the following:

- the headteacher
- 6 foundation governors appointed by the Diocesan Bishop
- 6 foundation governors appointed by the Ely Diocesan Board of Finance
- 4 parent governors appointed by parents of children enrolled at the academy
- 2 staff governors elected by employed staff
- 1 governor appointed by the members

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 re-appointed or re-elected.

Organisational structure

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. The committees are: Resources, Standards, Church Liaison, Audit & Scrutiny and a number of statutory sub-committees. All committees have approved terms of reference. During the course of the year to 31 August 2019 the governing body met 4 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 the systems are in place to mitigate exposure to the major risks.

Trade union facility time

During the year no staff time was spent on trade union facility time and no requests for any time were made. No costs were incurred in the year in relation to trade union facility time.

Objectives and activities

Objects and aims

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.

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.

Public benefit

The governors have complied with their duty to have due regard to the guidance on public benefit issued by the Charity Commission in exercising their powers and duties.

Strategic report

Achievements and performance

The school continues to achieve national standards and above. In particular it was most satisfying that the KS2 progress in 2019 was significant. Nevertheless our priority for development is to consider how we impact upon greater depth measures and develop this theme through our school development plan. Furthermore, looking forward to our next inspection, we need to focus upon curriculum intent, implementation and impact.

We currently benefit from being part of the opportunity area due to the deprivation figures associated with our locality and receive grants to further enhance pupil experience.

Numbers across the school remain stable at around 230. We were once again over subscribed for Reception admissions. This is usually at about 80 -90 applications for 30 places.

Fund raising takes place for Children in Need, and other charities to develop a sense of responsibility towards others. This is a significant part of our church school ethos. We encourage pupils to take an active part in the life of the academy. The School Council work on issues identified by the pupils and seek advice to find solutions.

To enrich the curriculum we provide many opportunities for special events, trips and visits including:

- Residential visits
- Class trips to Ely and Peterborough Cathedrals and educational sites to support the curriculum.
- Pilgrimage to Walsingham
- Shakespeare Theatre production.

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. Religious services are regularly held. The school has developed a chapel situated in the centre of the school as a place for quiet reflection and for worship.

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Pupil Nos. 2019	Year Group							Gender		Total
	R	1	2	3	4	5	6	F	M	
All pupils	29	31	31	29	31	49	26	115	111	226
SEN	3	2	1	2	7	6	5	9	17	26
FSM eligible	3	10	5	6	6	7	8	21	24	45
FSM6	3	10	8	7	7	11	9	26	29	55
BME	7	8	4	7	5	10	7	27	21	48
EAL	5	3	2	3	5	7	6	18	13	31

Pupil Premium 2019/20	No.	% of all Pupils
Deprivation	58	25.7
LAC	1	0.4
Adopted	0	0.0
Service Child	2	0.9
Total No. Pupils Receiving a Premium	60	26.5

Workforce	2015/16	2016/17	2017/18
No. Teachers (fte)	9.5	9.5	9.4
No. TAs (fte)	7.4	6.9	7.4
TA/Total Teacher Ratio	0.8	0.7	0.8
Pupil/Teacher Ratio	24.5	24.9	24.1
Ave. Days Lost Due to Teacher Sickness	3.4	3.2	8.3

IDACI Quintiles	Percentage School	Cambs	P'boro	England
1st (Most Deprived)	3.1	5.1	95.9	20.0
2nd	40.3	16.8	4.1	20.0
3rd	34.5	24.5	0.0	20.0
4th	19.0	27.0	0.0	20.0
5th (Least Deprived)	3.1	26.5	0.0	20.0
Not Known	0.0	0.1	0.0	20.0

Ofsted (31st August 2018)	Inspection Latest Short	Latest Full	Previous Full
Date of inspection	03/02/2016	23/05/2011	20/02/2008
Relate to the URN of current school?	Yes	No	No
Overall effectiveness	Not converted to full inspection	Good	Good
Outcomes for children & learners		Good	Good
Quality of teaching, learning & assessment		Good	Good
Personal development behaviour & welfare		No Judgement	No Judgement
Effectiveness of leadership & management		Good	Good
Is safeguarding effective?		No Judgement	No Judgement

Attendance 2017/18	% Pupils in School	Cambs %	P'boro %	England %	PPT Gap to England
Overall Absence	3.9	4.0	4.2	4.2	0.3
Authorised Absence	3.1	3.1	3.1	3.0	-0.1
Unauthorised Absence	0.8	0.9	1.0	1.1	0.3
Persistent Absences	5.2	7.8	9.0	8.7	3.5

Note: Absence data from 2017/18 pending release of 2018/19 data in October 2019.

Exclusions 2017/18	% Pupils in School	Cambs %	P'boro %	England % 2017/18	PPT Gap to England
Fixed term	0.00	7.53	15.77	1.40	1.4
Permanent	0.00	0.01	0.29	0.03	0.0

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Expected Std 2019 Interim	Early Years											
	Cohort		GLD		APS		All 17 Areas		Prime		Specific	
% (Cambs / England)			71.6	71.8	34.2	34.5	70	70.7	78.3	79.2	71	71.4
% (P'boro / England)			67	71.8	33.8	34.5	64.7	70.7	74.9	79.2	65.2	71.4
All Pupils in School	28		75.0		35.3		75.0		82.1		75.0	
Boys / Girls	18	10	77.8	70	35.1	35.7	77.8	70	83.3	80	77.8	70
Gap			7.8		-0.6		7.8		3.3		7.8	
Disadv'd / Non	2	26	100	73.1	37.5	35.1	100	73.1	100	80.8	100	73.1
Gap			26.9		2.4		26.9		19.2		26.9	
EAL / Non-EAL	5	22	60	81.8	33	36.6	60	81.8	60	90.9	60	81.8
Gap			-21.8		-3.6		-21.8		-30.9		-21.8	
SEN / Non-SEN	2	25	0	84	22.5	37	0	84	0	92	0	84
Gap			-		-14.5		-		-		-	
FSM / Non-FSM	2	25	100	76	37.5	35.8	100	76	100	84	100	76
Gap			24.0		1.7		24.0		16.0		24.0	
FSM6 / Non-FSM6	2	26	100	73.1	37.5	35.1	100	73.1	100	80.8	100	73.1
Gap			26.9		2.4		26.9		19.2		26.9	
BME / Non-BME	7	20	85.7	75	35.7	36.1	85.7	75	85.7	85	85.7	75
Gap			10.7		-0.3		10.7		0.7		10.7	

	KS1											
Cohort		RWM		Reading		Writing		Maths		Science		
		62.8	64.9	74.1	74.9	67.4	69.2	74.8	75.6	82.8	82.3	
		57.2	64.9	66.9	74.9	61.8	69.2	69.9	75.6	75.7	82.3	
31		67.7		87.1		77.4		80.6		83.9		
17	14	76.5	57.1	88.2	85.7	76.5	78.6	94.1	64.3	94.1	71.4	
		19.3		2.5		-2.1		29.8		22.7		
8	23	62.5	69.6	75	91.3	75	78.3	62.5	87	62.5	91.3	
		-7.1		-16.3		-3.3		-24.5		-28.8		
2	29	100	65.5	100	86.2	100	75.9	100	79.3	100	82.8	
		34.5		13.8		24.1		20.7		17.2		
1	30	0	70	0	90	0	80	0	83.3	0	86.7	
		-		-		-		-		-		
5	26	60	69.2	60	92.3	60	80.8	60	84.6	60	88.5	
		-9.2		-32.3		-20.8		-24.6		-28.5		
8	23	62.5	69.6	75	91.3	75	78.3	62.5	87	62.5	91.3	
		-7.1		-16.3		-3.3		-24.5		-28.8		
4	27	100	63	100	85.2	100	74.1	100	77.8	100	81.5	
		37.0		14.8		25.9		22.2		18.5		

Expected Std 2019 Interim	KS2													
	Cohort		RWM		Reading		Writing		Maths		Science		GPS	
% (Cambs / England)			62.4	64.8	72.7	73.1	75.3	78.4	76.4	78.7	82	82.9	76.1	77.9
% (P'boro / England)			54.5	64.8	62.4	73.1	69.8	78.4	71.4	78.7	74.3	82.9	70.7	77.9
All Pupils in School	26		57.7		65.4		73.1		73.1		76.9		53.8	
Boys / Girls	13	13	46.2	69.2	53.8	76.9	61.5	84.6	76.9	69.2	69.2	84.6	30.8	76.9
Gap			-23.1		-23.1		-23.1		7.7		-15.4		-46.2	
Disadv'd / Non	9	17	44.4	64.7	55.6	70.6	55.6	82.4	66.7	76.5	66.7	82.4	22.2	70.6
Gap			-20.3		-15.0		-26.8		-9.8		-15.7		-48.4	
EAL / Non-EAL	6	20	83.3	50	100	55	83.3	70	100	65	100	70	83.3	45
Gap			33.3		45.0		13.3		35.0		30.0		38.3	
SEN / Non-SEN	5	21	40	61.9	60	66.7	60	76.2	40	81	60	81	40	57.1
Gap			-21.9		-6.7		-16.2		-41.0		-21.0		-17.1	
FSM / Non-FSM	8	18	37.5	66.7	50	72.2	50	83.3	62.5	77.8	62.5	83.3	25	66.7
Gap			-29.2		-22.2		-33.3		-15.3		-20.8		-41.7	
FSM6 / Non-FSM6	9	17	44.4	64.7	55.6	70.6	55.6	82.4	66.7	76.5	66.7	82.4	22.2	70.6
Gap			-20.3		-15.0		-26.8		-9.8		-15.7		-48.4	
BME / Non-BME	7	19	71.4	52.6	85.7	57.9	71.4	73.7	85.7	68.4	85.7	73.7	71.4	47.4
Gap			18.8		27.8		-2.3		17.3		12.0		24.1	

	Phonics													
Y1 Cohort		Y2 Cohort		EKS Cohort		Y1 (2019)		Y2 (2019)		EKS (2019)				
						80.2	81.9	54.1	55.9	90.8	91.4			
						77	82	56.5	55.9	88.8	91.4			
30		6		31		86.7		66.7		93.5				
13	17	4	2	17	14	92.3	82.4	75	50	94.1	92.9			
						10.0		25.0		1.3				
10	20	2	4	8	23	80	90	0	100	75	100			
						-10.0		-		-25.0				
3	27	0	6	2	29	33.3	92.6	0	66.7	100	93.1			
						-59.3		-		6.9				
1	29	1	5	1	30	0	89.7	0	80	0	96.7			
						-		-		-				
10	20	2	4	5	26	80	90	0	100	60	100			
						-10.0		-		-40.0				
10	20	2	4	8	23	80	90	0	100	75	100			
						-10.0		-		-25.0				
7	23	0	6	4	27	85.7	87	0	66.7	100	92.6			
						-1.2		-		7.4				

Greater Depth 2019 Interim	Early Years											
	Cohort		GLD		APS		All 17 Areas		Prime		Specific	
% (Cambs / England)							1.6	2.5	4.14	5.6	2.17	3.2
% (P'boro / England)							2.41	2.5	7.47	5.6	2.78	3.2
All Pupils in School							3.6		3.6		7.1	
Boys / Girls							5.56	0	5.56	0	5.56	10
Gap							-		-		-4.4	
Disadv'd / Non							0	3.85	0	3.85	0	7.69
Gap							-		-		-	
EAL / Non-EAL							0	4.55	0	4.55	0	9.09
Gap							-		-		-	
SEN / Non-SEN							0	4	0	4	0	8
Gap							-		-		-	
FSM / Non-FSM							0	4	0	4	0	8
Gap							-		-		-	
FSM6 / Non-FSM6							0	3.85	0	3.85	0	7.69
Gap							-		-		-	
BME / Non-BME							0	5	0	5	0	10
Gap							-		-		-	

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Greater Depth	KS1						KS2							
2019 Interim	Cohort	RWM	Reading	Writing	Maths	Science	Cohort	RWM	Reading	Writing	Maths	Science	GPS	
% (Cambs / England)		10.3 / 11.2	25.1 / 25	13.9 / 14.8	21.4 / 21.7			9.18 / 10.5	28.2 / 26.9	16.6 / 20.2	25.8 / 26.6		33 / 35.7	
% (P'boro / England)		7.42 / 11.2	18 / 25	11 / 14.8	17.1 / 21.7			6.59 / 10.5	19.5 / 26.9	12.1 / 20.2	21.1 / 26.6		28.1 / 35.7	
All Pupils in School		0.0	9.7	6.5	0.0			3.8	15.4	11.5	11.5		23.1	
Boys / Girls		0 / 0	5.88 / 14.3	0 / 14.3	0 / 0			0 / 7.69	7.69 / 23.1	0 / 23.1	7.69 / 15.4		15.4 / 30.8	
Gap		-	-8.4	-	-			-	-15.4	-	-7.7		-15.4	
Disadv'd / Non		0 / 0	0 / 13	0 / 8.7	0 / 0			0 / 5.88	0 / 23.5	0 / 17.6	0 / 17.6		0 / 35.3	
Gap		-	-	-	-			-	-	-	-		-	
EAL / Non-EAL		0 / 0	50 / 6.9	0 / 6.9	0 / 0			16.7 / 0	66.7 / 0	50 / 0	50 / 0		66.7 / 10	
Gap		-	43.1	-	-			-	-	-	-		56.7	
SEN / Non-SEN		0 / 0	0 / 10	0 / 6.67	0 / 0			0 / 4.76	0 / 19	0 / 14.3	0 / 14.3		0 / 28.6	
Gap		-	-	-	-			-	-	-	-		-	
FSM / Non-FSM		0 / 0	0 / 11.5	0 / 7.69	0 / 0			0 / 5.56	0 / 22.2	0 / 16.7	0 / 16.7		0 / 33.3	
Gap		-	-	-	-			-	-	-	-		-	
FSM6 / Non-FSM6		0 / 0	0 / 13	0 / 8.7	0 / 0			0 / 5.88	0 / 23.5	0 / 17.6	0 / 17.6		0 / 35.3	
Gap		-	-	-	-			-	-	-	-		-	
BME / Non-BME		0 / 0	50 / 3.7	25 / 3.7	0 / 0			14.3 / 0	57.1 / 0	42.9 / 0	42.9 / 0		57.1 / 10.5	
Gap		-	46.3	21.3	-			-	-	-	-		46.6	

KS2 Progress	Reading Progress Scores			Writing Progress Scores			Maths Progress Scores			% in Prior Attainment Bands				Mobility		Confidence
2019	Cohort	Average	% Pupils with Score =>0	Cohort	Average	% Pupils with Score =>0	Cohort	Average	% Pupils with Score =>0	Low	Middle	High	No Band	No. Pupils	% all Pupils	Interval
All pupils in school	26	2.48	61.5	26	2.98	76.9	26	3.01	76.9	23.1	73.1	3.8	0.0	2	7.7	
Cambs	6668	0.15	53.3	6723	-0.80	46.9	6620	-0.32	48.6	9.4	59.3	33.4	4.8	555	7.8	
Peterb	2793	-1.19	42.9	2810	-1.08	44.1	2801	-0.57	45.7	5.4	24.3	12.9	3.6	327	10.7	
England 2018		0.02	52.0		0.05	52.0		0.03	51.7							

Going concern

After making appropriate enquiries, the board of governors has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason the board of governors continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

Financial review

Most of the academy's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2019 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 ESFA. 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 2019, total expenditure before depreciation on educational activities was £1,354,924, which included legal & professional and governance costs of £10,252. Non-academic activities, including the pre-school operation and Ace Base after-school club recorded an excess of income over expenditure of £4,689 for the same period.

At 31 August 2019 fixed assets, which includes the academy's property has been valued by the ESFA at £2,220,875 and expenditure on computer equipment and fixtures of £17,600.

The net value after charging depreciation is £2,238,475.

The academy held funds at 31 August 2019 of £1,648,676 comprising of £2,238,475 of restricted fixed asset funds, £40,549 of other restricted funds, £279,652 of unrestricted and designated funds and a £910,000 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 £910,000. 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.

Reserves policy

The governors have reviewed the level of reserves and agreed that £100,000 is the desired reserve figure. Currently the academy is holding in excess of this, however, during the forthcoming years the academy is likely to utilise a lot of these funds.

Fundraising

The Academy is compliant with the recognised standards of fundraising set out in the Code of Fundraising Practice. All Saints Inter-church Academy does not use professional fundraisers and there have been no complaints received by the Academy about fund raising activities carried out by the Academy in the year.

Plans for future periods

The academy's improvement and development plan sets out objectives and targets for 2019/20.

There are two priorities for the 2019-2020 academic year:

- Accelerate the progress of disadvantaged children and young people in the acquisition and development of communication, language and reading.
- Strengthen the effectiveness of support for children and young people with mental health concerns and those with Special Educational Needs.

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Auditor

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

A resolution proposing that Baldwins Audit Services be reappointed as auditor of the charitable company will be put to the members.

The governors' report, incorporating a strategic report, was approved by order of the board of governors, as the company directors, on ...5/12/19..... and signed on its behalf by:

.....
J Lynes
Chair of governors

ALL SAINTS INTER-CHURCH ACADEMY

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2019

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 board of governors 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 board of governors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors' Responsibilities. The full board of governors has formally met 4 times during the year. Attendance during the year at meetings of the board of governors was as follows:

Governors	Meetings attended	Out of possible
C Bester (Resigned 8 November 2019)	1	4
S Burgess	1	4
A Caulkett	4	4
D Hughes (Resigned 26 September 2019)	1	1
J Lynes (Chair of governors)	4	4
M Millinson (Accounting officer)	4	4
T Roberts (Resigned 19 October 2018)	1	1
Rev A Smith	3	4
M Staton (Resigned 13 May 2019)	3	3
J Westwood	1	4
D Krawczyk (Appointed 15 October 2018)	3	3
S Mayern (Appointed 14 March 2019)	3	3
A Whyte (Appointed 4 September 2019)	0	0
N Liversedge (Appointed 11 November 2019)	0	0
K Matthews (Appointed 11 November 2019)	0	0
A Lubinska-Zwara (Appointed 11 November 2019)	0	0

The governors have performed a skills review to determine the current skill set of the governing body. Consequently, the governors are aware of the desirable skills to enhance the board and will consider these when appointing new governors.

The resources committee is a sub-committee of the main board of governors. Its purpose is to advise the governing body on all matters regarding finance and personnel.

Attendance at meetings in the year was as follows:

Governors	Meetings attended	Out of possible
C Bester (Resigned 8 November 2019)	1	3
S Burgess	1	3
D Hughes (Resigned 26 September 2019)	1	1
J Lynes (Chair of governors)	3	3
M Millinson (Accounting officer)	3	3
M Staton (Resigned 13 May 2019)	2	2

Review of value for money

I accept that as the accounting officer of All Saints Inter-Church Academy I am responsible and accountable for ensuring that the academy trust delivers good value in the use of public resources. I am aware of the guide to academy value for money statements published by the Education Funding Agency and understand that value for money refers to the education and wider societal outcomes achieved in return for the taxpayer resources received.

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

All Saints Inter-Church Academy continually seeks to improve educational results with a very restricted budget. Located within Cambridgeshire, the lowest funded local educational authority in the whole country there is a necessity to be especially prudent when managing our finances. In addition we have two year groups where we have admitted over our Published Admissions Number placing greater constraints on our budget.

Since becoming an Academy on 1 April 2013, All Saints has continued to ensure robust and rigorous financial governance and oversight. Financial reports are produced monthly which are issued to the members of the Finance Committee. The Resources Committee meets once a term to review and scrutinise the school's financial performance, our Scrutiny Committee meetings regularly to assist the full Governing Body in fulfilling its oversight responsibilities by providing an independent internal audit and review function.

Principles for ensuring best value for money are embedded within the culture of All Saints. All contracts, as required are put out to tender and quotes obtained and scrutinised, to ensure that they will deliver effect outcomes at the lowest costs. We ensure resources are directed where most needed and most effective in meeting educational requirements.

With our desire to become an outstanding academy considerable discussion and planning is dedicated to ensuring that our money is used to target significant development. We have used strategic partners to assist us in scrutinising our performance and through that process we have identified key areas for development. For example we have applied our best value principles in acquiring quotations for lunchtime catering. We explored the market and reduced potential candidates to four companies who tendered for the contract. This required scrutiny of business practice and sampling of food to determine the best option for All Saints. Consequently we have a partner who provides nutritious food at a reduced cost from the previous supplier.

Looking forward, we will review contracts to ensure they are fit for purpose and best value and be aware of income generation opportunities.

The purpose of the system of internal control

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

Capacity to handle risk

The board of governors 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 board of governors is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of governors.

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 board of governors;
- regular reviews by the resources committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.

The board of governors has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However the governors have appointed Baldwins Audit Services, the external auditor, to perform additional checks.

The auditor's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. In particular the checks carried out in the current period included:

- reviewing governors' expense claims
- reviewing governors' business interests
- reviewing ESFA income and agreeing back to source documentation
- sample checking miscellaneous income
- sample checking expenditure including salaries
- reviewing bank reconciliations and balances
- reviewing petty cash

On a twice yearly basis, the auditor reports to the board of governors through the audit committee on the operation of the systems of control and on the discharge of the financial responsibilities of the board of governors.

The reviewer undertook the twice yearly visits and delivered their schedule of work accordingly. They provided information regarding any perceived control issues with advisories for the Academy to consider the findings.

Review of effectiveness

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

- the work of the internal auditor;
- 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.

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the resources committee and audit committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the board of governors on 5/12/19 and signed on its behalf by:

J Lynes
Chair of governors

M Millinson
Accounting officer

ALL SAINTS INTER-CHURCH ACADEMY

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2019

As accounting officer of All Saints Inter-Church Academy I have considered my responsibility to notify the academy trust board of governors and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

I confirm that I and the academy trust's board of governors 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 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 board of governors and ESFA.

M Millinson
Accounting Officer

ALL SAINTS INTER-CHURCH ACADEMY

STATEMENT OF GOVERNORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2019

The governors (who act as trustees for All Saints Inter-Church Academy and are also the directors of All Saints Inter-Church Academy for the purposes of company law) are responsible for preparing the governors' report and the accounts in accordance with the Academies Accounts Direction 2018 to 2019 published by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the governors to prepare accounts for each financial year. Under company law, the governors must not approve the accounts 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 accounts, the governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- make judgements 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 accounts; and
- prepare the accounts 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 accounts 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 that grants received from ESFA/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 accounts may differ from legislation in other jurisdictions.

Approved by order of the members of the board of governors on 5/12/19 and signed on its behalf by:

J Lynes
Chair of governors

ALL SAINTS INTER-CHURCH ACADEMY

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ALL SAINTS INTER-CHURCH ACADEMY

FOR THE YEAR ENDED 31 AUGUST 2019

Opinion

We have audited the accounts of All Saints Inter-Church Academy for the year ended 31 August 2019 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019.

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 accounts' 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 accounts 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 governors' use of the going concern basis of accounting in the preparation of the accounts is not appropriate; or
- the governors have not disclosed in the accounts 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 accounts are authorised for issue.

Other information

The governors are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts 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 accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the governors' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the governors' report including the incorporated strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of 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 governors' report, including the incorporated strategic report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts 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.

Responsibilities of governors

As explained more fully in the statement of governors' responsibilities, the governors are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the governors determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the governors 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 governors either intend to liquidate the charitable company, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

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

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ALL SAINTS INTER-CHURCH ACADEMY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Use of our report

This report is made solely to the charitable company'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 charitable company'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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tracey Richardson BSc (Hons) FCA (Senior Statutory Auditor)
for and on behalf of Baldwins Audit Services

10/12/19

Statutory Auditor

Ruthlyn House
90 Lincoln Road
Peterborough
Cambridgeshire
PE1 2SP

ALL SAINTS INTER-CHURCH ACADEMY

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ALL SAINTS INTER-CHURCH ACADEMY AND THE EDUCATION & SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2019

In accordance with the terms of our engagement letter dated 29 August 2019 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by All Saints Inter-Church Academy during the period 1 September 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to All Saints Inter-Church Academy and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the All Saints Inter-Church Academy and 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 All Saints Inter-Church Academy and ESFA, 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's funding agreement with the Secretary of State for Education dated 2013 and the Academies Financial Handbook, extant from 1 September 2018, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

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

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ALL SAINTS INTER-CHURCH ACADEMY AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Conclusion

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

Baldwins

Reporting Accountant
Baldwins Audit Services
Ruthlyn House
90 Lincoln Road
Peterborough
Cambridgeshire
PE1 2SP

Dated: 10/12/19

ALL SAINTS INTER-CHURCH ACADEMY

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2019

	Notes	Unrestricted Funds £	Restricted funds: General £	Restricted funds: Fixed asset £	Total 2019 £	Total 2018 £
Income and endowments from:						
Donations and capital grants	3	385	-	17,102	17,487	7,504
Charitable activities:						
- Funding for educational operations	4	44,069	1,072,853	-	1,116,922	1,083,107
- Funding for operation of a pre-school		190,519	-	-	190,519	184,796
Other trading activities	5	13,607	-	-	13,607	19,612
Investments	6	207	-	-	207	204
Total		248,787	1,072,853	17,102	1,338,742	1,295,223
Expenditure on:						
Charitable activities:						
- Educational operations	8	51,747	1,119,407	74,529	1,245,683	1,254,043
- Operation of a pre-school		166,668	-	-	166,668	168,519
Total	7	218,415	1,119,407	74,529	1,412,351	1,422,562
Net income/(expenditure)		30,372	(46,554)	(57,427)	(73,609)	(127,339)
Transfers between funds	18	(5,546)	(3,601)	9,147	-	-
Other recognised gains/(losses)						
Actuarial (losses)/gains on defined benefit pension schemes	21	-	(212,000)	-	(212,000)	116,000
Net movement in funds		24,826	(262,155)	(48,280)	(285,609)	(11,339)
Reconciliation of funds						
Total funds brought forward		254,826	(607,296)	2,286,755	1,934,285	1,945,624
Total funds carried forward		279,652	(869,451)	2,238,475	1,648,676	1,934,285

ALL SAINTS INTER-CHURCH ACADEMY

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2019

Comparative year information Year ended 31 August 2018	Notes	Unrestricted Funds £	Restricted funds: General £	Restricted funds: Fixed asset £	Total 2018 £
Income and endowments from:					
Donations and capital grants	3	894	-	6,610	7,504
Charitable activities:					
- Funding for educational operations	4	50,216	1,032,891	-	1,083,107
- Funding for operation of a pre-school		184,796	-	-	184,796
Other trading activities	5	19,612	-	-	19,612
Investments	6	204	-	-	204
Total		255,722	1,032,891	6,610	1,295,223
Expenditure on:					
Charitable activities:					
- Educational operations	8	54,042	1,132,390	67,611	1,254,043
- Operation of a pre-school		168,519	-	-	168,519
Total	7	222,561	1,132,390	67,611	1,422,562
Net income/(expenditure)		33,161	(99,499)	(61,001)	(127,339)
Transfers between funds	18	-	(7,681)	7,681	-
Other recognised gains/(losses)					
Actuarial gains/(losses) on defined benefit pension schemes	21	-	116,000	-	116,000
Net movement in funds		33,161	8,820	(53,320)	(11,339)
Reconciliation of funds					
Total funds brought forward		221,665	(616,116)	2,340,075	1,945,624
Total funds carried forward		254,826	(607,296)	2,286,755	1,934,285

ALL SAINTS INTER-CHURCH ACADEMY

BALANCE SHEET

AS AT 31 AUGUST 2019

	Notes	2019 £	2019 £	2018 £	2018 £
Fixed assets					
Tangible assets	13		2,238,475		2,286,755
Current assets					
Debtors	15	19,457		22,457	
Cash at bank and in hand		337,222		324,304	
		356,679		346,761	
Current liabilities					
Creditors: amounts falling due within one year	16	(36,478)		(64,231)	
Net current assets			320,201		282,530
Net assets excluding pension liability			2,558,676		2,569,285
Defined benefit pension scheme liability	21		(910,000)		(635,000)
Total net assets			1,648,676		1,934,285
Funds of the academy trust:					
Restricted funds	18				
- Fixed asset funds			2,238,475		2,286,755
- Restricted income funds			40,549		27,704
- Pension reserve			(910,000)		(635,000)
Total restricted funds			1,369,024		1,679,459
Unrestricted income funds	18		279,652		254,826
Total funds			1,648,676		1,934,285

The accounts on pages 22 to 46 were approved by the governors and authorised for issue on ..5/12/19..... and are signed on their behalf by:

J Lynes
Chair of governors

Company Number 08454781

ALL SAINTS INTER-CHURCH ACADEMY

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2019

	Notes	2019 £	2019 £	2018 £	2018 £
Cash flows from operating activities					
Net cash provided by/(used in) operating activities	20		4,756		(47,223)
Cash flows from investing activities					
Dividends, interest and rents from investments		207		204	
Capital grants from DfE Group		17,102		6,610	
Purchase of tangible fixed assets		(9,147)		(7,681)	
Net cash provided by/(used in) investing activities			8,162		(867)
Net increase/(decrease) in cash and cash equivalents in the reporting period			12,918		(48,090)
Cash and cash equivalents at beginning of the year			324,304		372,394
Cash and cash equivalents at end of the year			337,222		324,304

1 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.

1.1 Basis of preparation

The accounts of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

All Saints Inter-Church Academy meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

The governors assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The governors have made this assessment in respect of a period of at least one year from the date of authorisation for issue of the accounts 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 accounts.

1.3 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 period 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.

1 Accounting policies **(Continued)**

Donated goods, facilities and services

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 the academy trust's policies. The value of donated time from volunteers has not been included in these accounts.

Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

1.4 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 are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

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.

Governance costs

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

1 **Accounting policies** **(Continued)**

1.5 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. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

The ESFA 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 straight-line or reducing balance basis over its expected useful life, as follows:

Land & leasehold buildings	Land not depreciated. 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.

1.6 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 of services it must provide.

1.7 Leased assets

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 at £nil rent. A commercial value of the lease has not been included in these accounts as expenditure or donated income.

1.8 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.

1 Accounting policies **(Continued)**

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. 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. 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.

1.9 Taxation

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

1.10 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 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 quadrennial valuations using a prospective unit credit method. 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 are 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 recognised gains and losses.

1.11 Fund accounting

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

1 Accounting policies **(Continued)**

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

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

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 21, 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 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3 Donations and capital grants

	Unrestricted funds	Restricted funds	Total 2019	Total 2018
	£	£	£	£
Capital grants	-	17,102	17,102	6,610
Other donations	385	-	385	894
	385	17,102	17,487	7,504

4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
DfE / ESFA grants				
General annual grant (GAG)	-	925,443	925,443	893,954
Other DfE group grants	-	118,735	118,735	113,386
	-	1,044,178	1,044,178	1,007,340
Other government grants				
Local authority grants	-	24,517	24,517	18,901
Other funding				
Operation of a pre-school income	190,519	-	190,519	184,796
Other incoming resources	44,069	4,158	48,227	56,866
	234,588	4,158	238,746	241,662
Total funding	234,588	1,072,853	1,307,441	1,267,903

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Lettings	195	-	195	180
Catering income	13,412	-	13,412	19,432
	13,607	-	13,607	19,612

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Other investment income	207	-	207	204

7 Expenditure

	Staff costs £	Premises & equipment £	Other costs £	Total 2019 £	Total 2018 £
Academy's educational operations					
- Direct costs	769,707	-	84,338	854,045	851,485
- Allocated support costs	146,858	120,913	123,867	391,638	402,558
Operation of a pre-school					
- Direct costs	129,059	-	-	129,059	137,050
- Allocated support costs	-	-	37,609	37,609	31,469
	1,045,624	120,913	245,814	1,412,351	1,422,562

Net income/(expenditure) for the year includes:

	2019 £	2018 £
Fees payable to auditor for:		
- Audit	7,000	6,985
- Other services	1,316	1,887
Depreciation of tangible fixed assets	57,427	61,001
Net interest on defined benefit pension liability	18,000	18,000

8 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Direct costs - educational operations	38,335	815,710	854,045	851,485
Direct costs - operation of a pre-school	129,059	-	129,059	137,050
Support costs - educational operations	13,412	378,226	391,638	402,558
Support costs - operation of a pre-school	37,609	-	37,609	31,469
	218,415	1,193,936	1,412,351	1,422,562

8 **Charitable activities** (Continued)

Analysis of costs	Operation of a pre-school £	Educational operations £	Total 2019 £	Total 2018 £
Direct costs				
Teaching and educational support staff costs	129,059	765,654	894,713	893,877
Staff development	-	4,053	4,053	10,646
Technology costs	-	6,679	6,679	1,103
Educational supplies and services	-	53,849	53,849	60,980
Other direct costs	-	23,810	23,810	21,929
	129,059	854,045	983,104	988,535
Support costs				
Support staff costs	-	146,858	146,858	140,112
Depreciation and amortisation	-	57,427	57,427	61,001
Technology costs	-	15,790	15,790	13,894
Maintenance of premises and equipment	-	24,302	24,302	23,517
Occupancy costs	-	39,184	39,184	43,283
Staff related insurance	-	6,785	6,785	5,054
Catering	-	49,024	49,024	63,918
Finance costs	-	18,000	18,000	18,000
Other support costs	37,609	24,016	61,625	53,052
Governance costs	-	10,252	10,252	12,196
	37,609	391,638	429,247	434,027

9 **Governance costs**

All from restricted funds:	Total 2019 £	Total 2018 £
Amounts included in support costs		
Legal and professional fees	550	1,938
Auditor's remuneration		
- Audit of financial statements	7,000	6,985
- Other audit costs	1,316	1,887
Governors' meeting expenses	1,386	1,386
	10,252	12,196

10 Staff

Staff costs

Staff costs during the year were:

	2019 £	2018 £
Wages and salaries	773,307	774,130
Social security costs	60,383	52,605
Pension costs	167,689	166,108
Amounts paid to employees	1,001,379	992,843
Agency staff costs	32,937	37,584
Amounts paid to staff	1,034,316	1,030,427
Staff development and other staff costs	11,308	14,208
Total staff expenditure	1,045,624	1,044,635

Staff numbers

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

	2019 Number	2018 Number
Teachers	8	8
Administration and support	20	20
Management	4	4
	32	32

Higher paid staff

There were no employees whose annual remuneration was £60,000 or more.

Key management personnel

The key management personnel of the academy trust comprise the governors and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £220,028 (2018 - £216,680).

11 Governors' remuneration and expenses

One or more of the governors has been paid remuneration or has received other benefits from an employment with the academy trust. The headteacher and other staff governors only receive remuneration in respect of services they provide undertaking the roles of headteacher and staff members under their contracts of employment, and not in respect of their services as governors.

The value of governors' remuneration and other benefits was as follows:

M Millinson (headteacher and governor)
Remuneration £55,000 - £60,000 (2018 - £55,000 - £60,000)
Employer's pension contributions £5,000 - £10,000 (2018 - £5,000 - £10,000)

J Westwood (staff governor)
Remuneration £15,000 - £20,000 (2018 - £15,000 - £20,000)
Employer's pension contributions £0 - £5,000 (2018 - £0 - £5,000)

J Holdershaw (staff governor) (resigned 22 March 2018)
Remuneration £nil (2018 - £15,000 - £20,000)
Employer's pension contributions £nil (2018 - £0 - £5,000)

S Mayern (staff governor) (appointed 14 March 2019)
Remuneration £15,000 - £20,000 (2018 - £nil)
Employer's pension contributions £0 - £5,000 (2018 - £nil)

During the period ended 31 August 2019, 3 trustees were reimbursed expenses amounting to £265 in total. The expenses were in relation to their role as employees and not as trustees. (2018: £523).

12 Governors and officers insurance

The academy trust has opted into the Department of Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £5,000,000. It is not possible to quantify the trustees and officers indemnity element from the overall cost of the RPA scheme.

13 Tangible fixed assets

	Land & leasehold buildings	Plant and machinery	Fixtures, fittings & equipment	Total
	£	£	£	£
Cost				
At 1 September 2018	2,517,124	37,575	18,707	2,573,406
Additions	-	9,147	-	9,147
At 31 August 2019	2,517,124	46,722	18,707	2,582,553
Depreciation				
At 1 September 2018	248,327	30,000	8,324	286,651
Charge for the year	47,922	4,971	4,534	57,427
At 31 August 2019	296,249	34,971	12,858	344,078
Net book value				
At 31 August 2019	2,220,875	11,751	5,849	2,238,475
At 31 August 2018	2,268,797	7,575	10,383	2,286,755

14 Financial instruments

	2019	2018
	£	£
Carrying amount of financial assets		
Accrued income	12,640	12,243
Bank and cash	337,222	324,304
	349,862	336,547
Carrying amount of financial liabilities		
Accruals	10,937	8,398
	10,937	8,398

15 Debtors

	2019	2018
	£	£
VAT recoverable	1,707	3,622
Prepayments and accrued income	17,750	18,835
	19,457	22,457

16	Creditors: amounts falling due within one year	2019	2018
		£	£
	Other taxation and social security	13,050	13,303
	Accruals and deferred income	23,428	50,928
		36,478	64,231

17	Deferred income	2019	2018
		£	£
	Deferred income is included within:		
	Creditors due within one year	12,491	42,530
	Deferred income at 1 September 2018	42,530	64,217
	Released from previous years	(42,530)	(64,217)
	Resources deferred in the year	12,491	42,530
	Deferred income at 31 August 2019	12,491	42,530

Deferred income relates to a grant received for the pre-school of £nil (2018 - £28,140), a grant received for the provision of Universal Infant Free School Meals of £12,491 (2018 - £14,148) and income for trips of £nil (2018 - £242) for the first term of the next financial year.

18 Funds

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2019 £
Restricted general funds					
General Annual Grant (GAG)	27,704	925,443	(908,997)	(3,601)	40,549
Other DfE / ESFA grants	-	118,735	(118,735)	-	-
Other government grants	-	24,517	(24,517)	-	-
Other restricted funds	-	4,158	(4,158)	-	-
Pension reserve	(635,000)	-	(63,000)	(212,000)	(910,000)
	(607,296)	1,072,853	(1,119,407)	(215,601)	(869,451)
Restricted fixed asset funds					
Inherited on conversion	2,268,797	-	(47,922)	-	2,220,875
DfE group capital grants	-	17,102	(17,102)	-	-
Capital expenditure from GAG	17,958	-	(9,505)	9,147	17,600
	2,286,755	17,102	(74,529)	9,147	2,238,475
Total restricted funds	1,679,459	1,089,955	(1,193,936)	(206,454)	1,369,024
Unrestricted funds					
General funds	159,639	36,639	(30,403)	13,901	179,776
School fund	314	943	(1,076)	-	181
Ace-Base fund	15,265	20,634	(20,268)	-	15,631
Operation of a pre-school	79,608	190,571	(166,668)	(19,447)	84,064
	254,826	248,787	(218,415)	(5,546)	279,652
Total funds	1,934,285	1,338,742	(1,412,351)	(212,000)	1,648,676

18 Funds **(Continued)**

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

The restricted general fund 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 2019.

The pension provision equates to the deficit on the local government pension scheme FRS102 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.

The DfE/ESFA capital grants funding is the devolved capital formula grant that has to be spent on capital expenditure within three years of allocation, and the condition improvement funding that has been received for the construction of a new pre-school building.

The transferred on conversion fund and capital expenditure from GAG or other funds represent the net book value of fixed assets held.

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

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

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

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.

18 Funds (Continued)

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

	Balance at 1 September 2017 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2018 £
Restricted general funds					
General Annual Grant (GAG)	71,884	893,954	(930,453)	(7,681)	27,704
Other DfE / ESFA grants	-	113,386	(113,386)	-	-
Other government grants	-	18,901	(18,901)	-	-
Other restricted funds	-	6,650	(6,650)	-	-
Pension reserve	(688,000)	-	(63,000)	116,000	(635,000)
	(616,116)	1,032,891	(1,132,390)	108,319	(607,296)
Restricted fixed asset funds					
Transfer on conversion	2,316,719	-	(47,922)	-	2,268,797
DfE group capital grants	-	6,610	(6,610)	-	-
Capital expenditure from GAG	23,356	-	(13,079)	7,681	17,958
	2,340,075	6,610	(67,611)	7,681	2,286,755
Total restricted funds	1,723,959	1,039,501	(1,200,001)	116,000	1,679,459
Unrestricted funds					
General funds	133,161	48,560	(36,409)	14,327	159,639
School fund	507	1,548	(1,741)	-	314
Ace-Base fund	10,953	20,764	(15,892)	(560)	15,265
Operation of a pre-school	77,044	184,850	(168,519)	(13,767)	79,608
	221,665	255,722	(222,561)	-	254,826
Total funds	1,945,624	1,295,223	(1,422,562)	116,000	1,934,285

19 **Analysis of net assets between funds**

	Unrestricted Funds	Restricted funds: General	Restricted funds: Fixed asset	Total Funds
	£	£	£	£
Fund balances at 31 August 2019 are represented by:				
Tangible fixed assets	-	-	2,238,475	2,238,475
Current assets	279,652	77,027	-	356,679
Creditors falling due within one year	-	(36,478)	-	(36,478)
Defined benefit pension liability	-	(910,000)	-	(910,000)
Total net assets	279,652	(869,451)	2,238,475	1,648,676

	Unrestricted Funds	Restricted funds: General	Restricted funds: Fixed asset	Total Funds
	£	£	£	£
Fund balances at 31 August 2018 are represented by:				
Tangible fixed assets	-	-	2,286,755	2,286,755
Current assets	282,966	63,795	-	346,761
Creditors falling due within one year	(28,140)	(36,091)	-	(64,231)
Defined benefit pension liability	-	(635,000)	-	(635,000)
Total net assets	254,826	(607,296)	2,286,755	1,934,285

20 **Reconciliation of net expenditure to net cash flow from operating activities**

	2019	2018
	£	£
Net expenditure for the reporting period (as per the statement of financial activities)	(73,609)	(127,339)
Adjusted for:		
Capital grants from DfE and other capital income	(17,102)	(6,610)
Investment income receivable	(207)	(204)
Defined benefit pension costs less contributions payable	45,000	45,000
Defined benefit pension scheme finance cost	18,000	18,000
Depreciation of tangible fixed assets	57,427	61,001
Decrease/(increase) in debtors	3,000	(1,937)
(Decrease) in creditors	(27,753)	(35,134)
Net cash provided by/(used in) operating activities	4,756	(47,223)

21 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 Cambridgeshire County Council. Both are multi-employer defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2012, and that of the LGPS related to the period ended 31 March 2016.

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

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). 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 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 – contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

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 valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.8%). The timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

The employer's pension costs paid to the TPS in the period amounted to £63,073 (2018: £67,099).

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

21 Pension and similar obligations **(Continued)**

Scheme Changes

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 19% for employers and 5.5 to 7.5% for employees. The estimated value of employer contributions for the forthcoming year is £55,000.

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.

Total contributions made	**2019**	**2018**
	£	**£**
Employer's contributions	55,000	53,000
Employees' contributions	14,000	13,000
Total contributions	69,000	66,000

Principal actuarial assumptions	**2019**	**2018**
	%	**%**
Rate of increase in salaries	2.6	2.7
Rate of increase for pensions in payment/inflation	2.3	2.4
Discount rate for scheme liabilities	1.8	2.8

21 Pension and similar obligations **(Continued)**

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

	2019 Years	2018 Years
Retiring today		
- Males	21.5	22.4
- Females	23.5	24.4
Retiring in 20 years		
- Males	22.4	24.0
- Females	24.9	26.3

Scheme liabilities would have been affected by changes in assumptions as follows:

	2019	2018
0.5% decrease in Real Discount Rate	196,000	148,000
0.5% increase in the Salary Increase Rate	29,000	26,000
0.5% increase in the Pension Increase Rate	162,000	121,000

The academy trust's share of the assets in the scheme	2019 Fair value £	2018 Fair value £
Equities	516,750	472,420
Bonds	89,570	65,780
Property	75,790	41,860
Other assets	6,890	17,940
Total market value of assets	689,000	598,000

The actual return on scheme assets was £30,000 (2018: £41,000).

Amount recognised in the Statement of Financial Activities	2019 £	2018 £
Current service cost	94,000	98,000
Past service cost	6,000	-
Interest income	(18,000)	(13,000)
Interest cost	36,000	31,000
Total operating charge	118,000	116,000

21 Pension and similar obligations **(Continued)**

Changes in the present value of defined benefit obligations

	2019	2018
	£	£
At 1 September 2018	1,233,000	1,183,000
Current service cost	94,000	98,000
Interest cost	36,000	31,000
Employee contributions	14,000	13,000
Actuarial loss/(gain)	224,000	(88,000)
Benefits paid	(8,000)	(4,000)
Past service cost	6,000	-
At 31 August 2019	1,599,000	1,233,000

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

	2019	2018
	£	£
At 1 September 2018	598,000	495,000
Interest income	18,000	13,000
Actuarial gain	12,000	28,000
Employer contributions	55,000	53,000
Employee contributions	14,000	13,000
Benefits paid	(8,000)	(4,000)
At 31 August 2019	689,000	598,000

22 Commitments under operating leases

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

	2019	2018
	£	£
Amounts due within one year	743	991
Amounts due in two and five years	-	743
	743	1,734

23 Related party transactions

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

No related party transactions took place during this period.

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.

24 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.