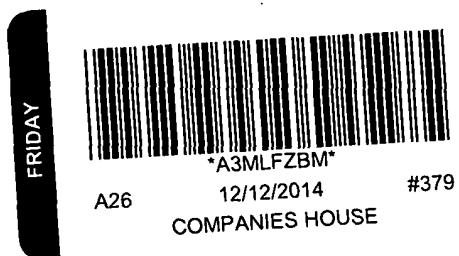


**ALL SAINTS' ACADEMY, CHELTENHAM**  
**(A Company Limited by Guarantee)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2014**

**Registration Number:**  
**06831538 (England and Wales)**



# **ALL SAINTS' ACADEMY, CHELTENHAM**

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## ALL SAINTS' ACADEMY, CHELTENHAM

### REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY

Members	Ms Helena Arnold Rev Paul Brandon Mrs Colleen Collett Mgr Canon Bernard Massey Mr Anthony McClaran Venerable Robert Springett Mrs Susan Padfield (appointed 12 March 2014)
Governors and Directors	Mr Anthony McClaran (chair) Mrs Susan Padfield (vice chair) Ms Helena Arnold Mrs Rebecca Atkins (staff governor) Rev Paul Brandon Mr Patrick Brooke Mr Christopher Chadwick (Responsible Officer) Mr Steven Coombs (staff governor, appointed 26 September 2014) Mr Timothy Dancey Mrs Catherine Etheredge Ms Margaret Farragher (appointed 1 November 2014) Mr Anthony Griffin (staff governor, appointed 26 September 2014) Mr Michael Guilbert (staff governor, resigned 22 July 2014) Mr Peter Kingham (Principal, resigned 31 October 2013) Mr John Kyffin Mrs June Little Mr Ronald McLone (resigned 31 January 2014) Mr Dermot McNiffe (appointed 1 September 2014) Mr Stephen Powell (interim Principal, appointed 1 November 2013 to 31 August 2014) Mrs Claire Savory (formerly Morrison) Ms Jo Shire (appointed 17 September 2013) Venerable Robert Springett
Company Secretary	Miss Bond Faulkner (resigned 31 December 2013) Miss Clover Baker (appointed 1 January 2014)
Senior Management Team	
• Principal	Mr Peter Kingham (resigned 31 October 2013) Mr Dermot McNiffe (appointed 1 September 2014)
• Vice Principals	Mrs Tracey Cummings Mr Stephen Powell
• Interim Principal	Mr Stephen Powell (Interim Principal from 1 November 2013 to 31 August 2014)
• Business Manager	Mrs Amanda Peck

**ALL SAINTS' ACADEMY, CHELTENHAM**

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY**

Principal and Registered Office	All Saints' Academy Cheltenham Blaisdon Way Cheltenham Gloucestershire GL51 0WH
Company Registration Number	06831538 (England and Wales)
Independent Auditor	Crowe Clark Whitehill LLP Carrick House Lypiatt Road Cheltenham Gloucestershire GL50 2QJ
Bankers	The Royal Bank of Scotland Plc Sheffield Attercliffe Branch 47 Attercliffe Road Sheffield S9 3RF
Solicitors	Harrison Clark Rickerbys Limited Ellenborough House Wellington Street Cheltenham Gloucestershire GL50 1YD

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **JOINT REPORT OF THE MEMBERS AND GOVERNORS**

The Members and Governors, who are the Directors of the charitable company for the purposes of Company law, present their annual report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2014. The annual report serves the purposes of both a Members'/Governors' report and a Directors' report under company law.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Constitution**

All Saints' Academy Cheltenham (the "Academy Trust") was incorporated on 27 February 2009 with company number 06831538 but the Academy did not begin to admit pupils until September 2011. This report and financial statements represent the transactions undertaken by the Academy Trust during the financial year ended 31 August 2014.

All Saints' Academy Cheltenham is an Academy Trust being a private company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association, last amended on 2 December 2013, are the primary governing documents of the Academy Trust. The Academy Trust has been jointly sponsored by the Diocese of Gloucester and the Diocese of Clifton.

The Academy Trust is governed by its Members who delegate their responsibilities to the Governing Body, in accordance with Article 94 of the Articles of Association of the company. This states that "-- the business of the Academy Trust shall be managed by the Governors who may exercise all the powers of the Academy Trust." Therefore the Members and Governors jointly present their report together with the financial statements of the charitable company for the year ended 31 August 2014.

Details of the Members and Governors are given on page 1. The role of the Members is to ensure that the vision of the sponsors for the character and ethos of the Academy, and its role in the education system, is carried forward. The Governors, working with the vision set by the Members, are responsible for the Academy's strategic framework, and for monitoring and reviewing progress towards the achievement of the aims and objectives. The internal management of the Academy and the implementation of the agreed aims and objectives are the responsibility of the Principal, assisted by the Senior Academy Leadership Team.

Both the Bishop for the Diocese of Gloucester and the Bishop for the Diocese of Clifton can appoint three Members. The Chair of Governors is also a Member. The Secretary of State may also appoint a Member but has not yet done so.

The financial statements have been prepared in accordance with the accounting policies on page 25 to 27 of the attached financial statements, and comply with the charitable company's Memorandum and Articles of Association, the Companies Act 2006, the Academies Accounts Direction 2013 to 2014 and the requirements of the Statement of Recommended Practice "Accounting and Reporting by Charities" as issued in March 2005 ('SORP 2005').

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **JOINT REPORT OF THE MEMBERS AND GOVERNORS (Continued)**

#### **Members' Liability and Indemnities**

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. As disclosed in note 11, professional indemnity insurance is paid on behalf of the Members and Governors.

#### **Principal Activities and Objectives**

The Academy Trust's principal activities and objectives are:-

- To advance for the public benefit in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a joint Church of England and Roman Catholic academy offering broad curriculum with a strong emphasis on, but not limited to, sport and science. The education will be provided to incorporate the specific tenets, teaching and practices of both the Church of England and Roman Catholic sponsors.
- To provide or assist in the provision, in the interests of social welfare, of facilities for recreation or other leisure time occupation for people who have need of such facilities with the aim of improving the conditions of life of such persons for the public benefit.

#### **Recruitment and Appointment of Governors**

As stated above the Governors are appointed by the Members and are responsible for the business of the Academy, enjoying all the powers of the Members as stated in the Articles of Association Article 94. The Principal is an ex-officio governor.

The Articles of Association state that the number of Governors shall not be less than three, and currently allows for there to be up to eight Sponsor Governors to be appointed; one Sponsor Governor to be appointed by the Bishop for the Diocese of Gloucester; one Sponsor Governor to be appointed by the Bishop for the Diocese of Clifton; one Local Authority Governor if appointed; two Parent Governors; two Staff Governors; one Education Partner Governor; and the Principal.

The Secretary of State also has the power to appoint Additional and Further Governors but has not yet done so. Full details relating to the appointment and removal of Governors are contained in the Articles of Association.

#### **Policies and Procedures Adopted for the Induction and Training of Governors**

Newly appointed Governors are inducted by the Clerk to Governors and are issued with an "induction pack" which includes details of meetings; Committee structures; and the Memorandum and Articles of Association. Governors were also offered a bespoke training session on effective governance provided by the Diocese of Gloucester's solicitors. Other training courses are available to Governors and these are also arranged through the Clerk to Governors.

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **JOINT REPORT OF THE MEMBERS AND GOVERNORS (Continued)**

The Governing Body operates three committees to carry out its work effectively. These are the Staffing and Resources Committee (covering finance and premises), the Standards and Steering Committee, and the Welfare and Ethos Committee.

The organisational structure consists of four levels: the Members; the Governing Body; the Principal and Senior Leadership Team; and the rest of the Academy's Leadership Team. The aim of the management structure is to devolve responsibility appropriately and encourage involvement in decision making at all levels.

Peter Kingham stepped down as Principal of the Academy on 31 October 2013. Stephen Powell, Vice Principal (Academic) was appointed Interim Principal effective 1 November 2013 to 31 August 2014 and the Governors thank him for leading the Academy through the transitional period. Following a successful recruitment process a new Principal, Dermot McNiffe, has been appointed, taking up his role on 1 September 2014.

The Members have an over-arching, and strategic role, ensuring that their vision for the character and ethos of the Academy, and its role in the local education system, is carried forward. The Governors are responsible for approving the Academy's strategy, holding the Principal and leadership team to account, setting general policy, adopting an annual plan and budget, monitoring the Academy's use of resources, making major decisions about the direction of the Academy, approving capital expenditure and being involved in senior staff appointments.

The Academy has established its Academy Leadership Team (ALT) comprising the Principal, two Vice Principals, the Business Manager, three Learning Directors, one SENCO Director, four House Achievement Leaders, three Heads of Department (Head of Maths, English and Science) and one Post 16 Director. These managers control the Academy at an executive level implementing the policies laid down by the Governors and reporting back to them. As a group the ALT is responsible for the authorisation of spending within agreed budgets and the appointment of staff, though appointment boards for posts in the ALT would usually contain a Governor. Some spending control is devolved to members of the ALT, with limits above which a counter signatory is required.

### **Risk Management**

Governors have assessed the major risks to which the Academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy, and its finances. The Governors have implemented a number of systems to assess the risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have already introduced a Scheme of Delegation and further systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls in order to minimise risk are in place. Where there is likely to be a significant financial risk remaining they have ensured they have adequate insurance cover.

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **JOINT REPORT OF THE MEMBERS AND GOVERNORS (Continued)**

The Governors confirm that as part of an on-going process they will identify the major risks to which the Academy is likely to be exposed and have established a Risk Management procedure to review systems to mitigate any risks identified.

#### **Connected Organisations**

The Academy Trust currently has no formal connected organisations. It does however act as Lead for the Local Schools Sports Network involving other local schools.

### **OBJECTIVES AND ACTIVITIES**

#### **Objectives and Aims**

The Academy aims to ensure that it will provide an enlightening educational experience for its learners and a rewarding and developmental experience for its staff.

The key priorities for 2014/15 are contained in the Academy Development Plan. The Academy has many good features as reported by Ofsted, a Section 48 Inspection and various external reviews. The 2014/15 Academy Development Plan sets out how the Academy will build upon improvements with a particular focus on:

- Students' achievement to be in line with or above national averages;
- 5+A\*-C Including English and Maths to be 60% or above in 2015;
- Increase the proportion of good teaching to be above 85%;
- Increase the proportion of outstanding teaching to be above 30%; and
- Students' attitude to learning in lessons to be judged at an outstanding level.

#### **Equal Opportunities Policy**

The Governors recognise that equal opportunities should be an integral part of good practice within the workplace. The Academy aims to establish equal opportunity in all areas of its activities including creating a working environment in which the contribution and needs of all people are fully valued.

#### **Disabled Persons**

The policy of the Academy is to support recruitment and retention of students and employees with disabilities. The Academy supports this by adapting the physical environment wherever possible, by making support resources available and through training and career development. The new building opened in September 2011 and is fully Disability Discrimination Act compliant.

#### **Public Benefit**

We have referred to the public benefit guidance contained in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's published general and relevant sub-sector guidance when reviewing the Academy's aims and objectives and in planning future activities.



## ALL SAINTS' ACADEMY, CHELTENHAM

### JOINT REPORT OF THE MEMBERS AND GOVERNORS (Continued)

#### STRATEGIC REPORT

#### ACHIEVEMENTS AND PERFORMANCE

The Academy was inspected by Ofsted in November 2014. The overall effectiveness was judged to be grade 2, good. This was broken down over the five categories;

Achievement of pupils	Good (Grade 2)
Quality of teaching	Good (Grade 2)
Behaviour and safety of pupils	Good (Grade 2)
Leadership and management	Good (Grade 2)
Sixth form judgment	Good (Grade 2)

Key quotes from the report state:

This is a good school because;

- The Academy is improving rapidly because of the outstanding leadership provided by the new Principal. He is supported well by other key senior and subject leaders and by Governors.
- The extremely positive ethos in the Academy leads to exceptionally good behaviour by students around the building and site.
- This ethos permeates the Academy and contributes to students' outstanding spiritual, moral, social and cultural development.
- Students achieve well in English because of good teaching and strong subject leadership.
- Students' achievement in mathematics is improving rapidly as a result of outstanding subject leadership.
- Students make good progress in many other subjects. Achievement in science has improved significantly.
- The achievement of disadvantaged students has improved markedly to be in line with other students.
- Much teaching is at least good and leads to good achievement.
- Many students enter the Academy with very low levels of reading, writing and mathematics, and this significantly limits their progress. The Academy is now dealing with this well through a curriculum in Years 7 and 8 that focuses on getting students ready for GCSE courses that start in Year 9.
- The Academy has good arrangements for marking students' work and telling students what they need to do to improve.
- Students feel safe, are confident about reporting incidents and that they will be dealt with swiftly.
- The Sixth Form curriculum meets students' needs exceptionally well to prepare them for their next steps in education, training or employment. They are given excellent guidance to make sure that they are on the best course for them. Students' achievement in vocational subjects is outstanding. It has improved in academic subjects.

The Academy was also inspected by the joint team for the Statutory Inspection of Anglican and Catholic Schools in May 2013. This inspection reviews many of the same areas as Ofsted but with particular focus on the ethos, mission, religious education and Chaplaincy of the school. The overall distinctiveness and effectiveness of the Academy as a joint Catholic and Anglican Academy were judged as good.

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **JOINT REPORT OF THE MEMBERS AND GOVERNORS (Continued)**

#### **ACHIEVEMENTS AND PERFORMANCE (Continued)**

In 2014, within a context of starting levels considerably below national figures, the Academy achieved another set of strong results showing that improvement is being sustained. The headlines for this year are:

- 98% achieved 5 or more GCSE and equivalent passes at A\*-C
- 35% achieved 5 or more A\*- A grades
- 71% of students achieved A\*-C grades in English language which is well above national average.
- The proportion of students leaving Year 11 who are not involved in education, employment or training (NEETs) is very low, 1%.

The combined outcomes for 5 good GCSEs and equivalent with English and Mathematics are at 51%, which is a 21% improvement since the Academy got its first set of results in 2012.

The Sixth Form headlines are:

- 98% achieving A level and equivalent passes
- 10% improvement in A level and equivalent pass rate on last year
- All Level 3 BTEC subjects are performing well above national average
- The proportion of students leaving the Sixth Form who are not involved in education, employment or training (NEETs) is very low, 2%.

The Academy is very pleased with these examination results and believes they are a real testament to the hard work and dedication of our students and staff, who have endeavoured to achieve the best possible outcomes over the last year. The Academy remains unwavering in its determination to secure further improvement.

The Academy recently received recognition from the Specialist Schools and Academies Trust, for being in the top 20% of schools nationally in achieving sustained outstanding student progress over the past 3 years.

The gap between the attainments of free school meal students and the rest of the cohort has significantly reduced from 29% to 7.2%. Progress for this group is also exceptional and constitutes a huge strength of the Academy.

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **JOINT REPORT OF THE MEMBERS AND GOVERNORS (Continued)**

#### **ACHIEVEMENTS AND PERFORMANCE (Continued)**

There was much success in the Academy with projects extending the Academy into the community and working with partners and other schools;

- The Sixth Form students assisted Springbank Academy in recording and releasing a Christmas single, the Academy provided the recording studio.
- An award winning OAP Technology course was run by Sixth Form students at the Academy, in conjunction with Cheltenham Borough Homes.
- A group of Year 10 students featured in a 'Fixers' feature on ITV in February supporting anti-bullying week.
- Students and staff created hampers to give away to YMCA and CCP in December.
- A popular production of A Christmas Carol was produced for the public and a Carol Service in the Chapel.
- Five Year 9 students took part in the Cheltenham Poetry Festival run by Birmingham poet Spoz. The students came 3<sup>rd</sup> in the competition.
- Fourteen budding reporters took part in the BBC School Report, producing articles, videos and podcasts which were streamed via the Academy's website and the BBC website.
- Two Sixth Form students represented Great Britain at the Water Polo European Championships in Malta.
- The Academy has built a relationship with Cheltenham Festivals and a team of Sixth Form journalists reported directly from the Science Festival for two days producing a newspaper that was given out during the festival.

The Academy raised £32,090 for sixteen students and five staff to go on a mission to help build a school in Tanzania. The money was raised in a variety of ways by staff, students, the Academy sponsors and generous donations from the public. The trip was very successful generating a strong relationship between the Academy and the community in Tanzania and a once in a life time opportunity for the students to experience life in another continent.

The Academy's social networking presence has gone from strength to strength and there is a large following of parents, students and the community that 'like' and 'follow' the All Saints' Academy Facebook and Twitter pages. There are now 686 followers on Twitter (as of 13 October 2014) and 1035 page likes on Facebook (as of 13 October 2014). There have been 42,554 views on the Academy's YouTube channel. This year the Academy set up an Instagram account and a Sixth Form Twitter which are quickly gaining in popularity. During the period there were over 100 articles published online or print via the Gloucestershire Echo, Clifton Diocese, Gloucester Diocese, ITV and BBC.

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **JOINT REPORT OF THE MEMBERS AND GOVERNORS (Continued)**

#### **ACHIEVEMENTS AND PERFORMANCE (Continued)**

The ASA TODAY newspaper, the Academy's newspaper that students and staff contribute to, is continuing to increase its readership with primary schools wanting more newspapers to give to parents. Newspaper workshops were held with local primary schools which allowed primary pupils to write articles and create a page for the ASA TODAY newspaper. This is one activity that promotes the Academy and brings pupils into All Saints Academy.

#### **Going Concern**

The Members and Governing Body have a reasonable expectancy that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing these financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

#### **Key Financial Performance Indicators**

The key financial target was to deliver a revenue budget that was in surplus prior to depreciation charges. This has been achieved with a surplus of £112k and thus is a positive position to be in as the Academy manages at less than its planned capacity. This has been achieved within the Education Funding Agency's regulations on the use and carry forward of balances. The on-going plans aim to maintain this position although there may be the need to set an in-year deficit budget using balances carried forward or future balances to smooth over the delay in funding compared to the increase in pupil numbers built into the funding regime and to smooth over the impact of the new EFA funding regime.

### **FINANCIAL REVIEW**

#### **Financial report for the year**

The majority of the Academy's income for the period to 31 August 2014 comprised Education Funding Agency and Local Authority grants. These grants and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The financial statements show that before depreciation there was a net surplus of £112k within incoming resources less resources expended. This surplus moves to a net deficit position of £1,790k after depreciation and the Pension Reserve are taken into account. The depreciation charge reflects the use of assets in the year and reduces the net book value of the Tangible Fixed Assets as detailed in note 12 to the financial statements.

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **JOINT REPORT OF THE MEMBERS AND GOVERNORS (Continued)**

#### **Financial and Risk Management Objectives and Policies**

The Pension Reserve shows a net liability of £1,240,000 at 31 August 2014 and changes to this liability, linked to a revaluation of the whole pension fund (administered by Gloucestershire County Council) will be reviewed during the year. If the liability does not reduce the Academy Trust may need to consider increasing its employers' contribution rate.

#### **Principal Risks and Uncertainties**

The principal financial risks relate to future levels of funding. These risks can be split into two parts. The first relates to actual pupil numbers as much of the Academy's income is derived from pupil numbers and as the Academy is not yet full recruitment of pupils to capacity or close to it is a high priority.

The second risk relates to the changes in the funding regime for schools and academies being introduced by the DfE/EFA. The changes will impact on the funding regimes for pupils aged 11 to 16 and to post 16 pupils. There will be protection factors built into the new funding regime and these are expected to be based on a minimum funding guarantee per pupil methodology. However, the reduction in post 16 funding levels, the Government's overall education budget, changes in funding arrangements for special educational needs and increasing employment and premises costs mean that budgets will be increasingly tight in coming years. The Governors' assessment is that the Academy has effective financial management and controls in place. The Academy's Finance team is comprised of suitably well-qualified and experienced staff.

#### **Reserves and Funds Policy**

The financial statements show that there is a Restricted General Fund balance of £684k at the end of the year and a £616k balance on the Unrestricted General Fund. The on-going plans aim to deliver a revenue budget that is in surplus prior to depreciation charges although as part of the five year budget plan there may be the need to set an in-year deficit budget using balances carried forward or future balances to smooth over the delay in funding compared to the increase in pupil numbers built into the funding regime and to smooth over the impact of the new EFA funding regime.

#### **Financial Position**

The Academy held a number of restricted and unrestricted balances at 31 August 2014. The largest of these relate to the net value of the Academy's Fixed Assets, £24.51 million, and the deficit on the Pension Reserve fund of £1.24 million. Usable funds of £684k within restricted funds and £616k within unrestricted funds will be taken into account in the Academy's budget plans. The Academy Trust does have a rolling five year financial plan that aims to keep the revenue budget in balance, but not necessarily in each year. These funds will be taken account of as the five year plan is reviewed.

**ALL SAINTS' ACADEMY, CHELTENHAM**

**JOINT REPORT OF THE MEMBERS AND GOVERNORS (Continued)**

**Investment Policy**

There is currently no investment policy. However, surplus funds in the current account are transferred to or from the savings account on a daily basis.

**Plans for Future Periods**

The key priorities for 2014/15 are contained in the Academy Development Plan. Alongside this document the Academy has a five year budget plan to facilitate these priorities which manages the funds, the main risk being the strength of the Academy to attract higher numbers of pupils to gain more stability in the main Government funding streams.

**Auditor**

In so far as the Members and Governors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Members and 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.

The auditors, Crowe Clark Whitehill LLP, have expressed their willingness to accept reappointment.

The Joint Report of the Members and Governors, incorporating a Strategic Report approved by order of the Members and Governors on **4 December 2014** and signed on their behalf by:



**Anthony McClaran**  
Chair of Governors  
4 December 2014

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **GOVERNANCE STATEMENT**

#### **Scope of Responsibility**

As Members and Governors we acknowledge we have overall responsibility for ensuring that the Academy Trust has an effective and appropriate system of control, financial and otherwise. Such systems are designed to manage rather than eliminate the risk of failing to achieve business objectives and can only provide reasonable, not absolute, assurance against material misstatement or loss.

The Members and Governing Body have delegated day-to-day responsibility to the Principal, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and are in accordance with the requirements and responsibilities assigned to them in the funding agreement between the Academy Trust and the Secretary of State for Education. The Governing Body also need to have procedures in place to identify any material weaknesses or breakdowns in internal control.

#### **Governance**

The full Governing Body has formally met four times during the year. An extraordinary meeting was held in relation to the recruitment of the new Principal. Attendance during the year at meetings of the governing body was as follows:

	<b>Meetings attended</b>	<b>Out of a possible</b>
Mr A McClaran (chair)	4	5
Mrs S Padfield (vice chair)	5	5
Ms H Arnold	4	5
Mrs R Atkins (staff governor)	3	5
Rev P Brandon	5	5
Mr Patrick Brooke	3	5
Mr C Chadwick (Responsible Officer)	4	5
Mr T Dancey	5	5
Mrs C Etheredge	5	5
Mr M Guilbert	3	5
Mr P Kingham	1	1
Mr J Kyffin	4	5
Mrs J Little	4	5
Mr R McLone	2	2
Mrs C Savory	1	5
Mrs Jo Shire	2	4
Venerable R Springett	5	5

In order to fulfil its various roles the Governing Body has established three sub committees.

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **GOVERNANCE STATEMENT (Continued)**

The **Standards and Steering Committee** has two main roles. The first is to ensure a strong focus on achievement in the Academy in all areas, particularly for students. The second is to ensure the Governing Body is working in a co-ordinating and productive way. This committee held four meetings in the year with attendance as follows:

	<b>Meetings attended</b>	<b>Out of a possible</b>
Ms H Arnold	4	4
Mr J Kyffin	2	4
Mrs S Padfield	4	4
Mr A McClaran	3	4
Mr R McLone	2	2
Mrs J Shire	2	4

The **Student Welfare and Ethos Committee** reviews the attainment, achievement and safeguarding of all students. This is linked to ensuring the development of the Christian ethos, particularly the distinctively Catholic and Anglican traditions and the contributions they make to learning and spiritual development. This committee held three meetings in the year with attendance as follows:

	<b>Meetings attended</b>	<b>Out of a possible</b>
Mrs R Atkins	2	3
Rev P Brandon	2	3
Mr T Dancey	2	3
Mrs C Etheredge	3	3
Mr M Guilbert	2	3
Mrs S Padfield	3	3
Mrs C Savory	2	3
Venerable R Springett	1	3

The **Staffing and Resources Committee's** key roles are to ensure that there are impeccable systems of financial management; to deliver best value; approve and monitor the Academy's annual budget and to consider all matters relating to the Academy's human resources. This committee met three times in the year with attendance as follows:

	<b>Meetings attended</b>	<b>Out of a possible</b>
Mr P Brooke	3	3
Mr C Chadwick	3	3
Mr J Kyffin	3	3
Mrs J Little	3	3
Mr R McLone	0	1



## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **GOVERNANCE STATEMENT (Continued)**

Other groups and sub committees have been set-up during the year to deal with such matters as appeals and exclusions.

#### **The Purpose of the System of Internal Control**

The system of internal control is designed to manage risk to reasonable levels thereby reducing the risk of failure to achieve policies, aims and objectives. It can only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of the Academy's policies, aims and objectives; to evaluate the likelihood of those risks being realised and the impact should they be realised; and to manage them efficiently, effectively and economically.

#### **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 an on-going process in place for identifying, evaluating and managing the Academy Trust's key risks throughout the year ending 31 August 2014 and to the date and for approval of the annual report and financial statements. This process is regularly reviewed by the Governing Body as the key risks will change over time.

#### **The Risk and Control Framework**

The Academy Trust's system of internal 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. The framework includes:

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports to the governing body;
- regular reviews by the Staffing and Resources Committee of reports that show financial performance against forecasts and reviews of major purchases and capital programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing guidelines (including for the purchase of assets);
- delegation of authority and segregation of duties;
- identification and management of risks.

The Governing Body have appointed Mr C Chadwick as Responsible Officer ("RO"). The RO's role includes giving advice on financial matters and performing a range of checks on the Academy's financial systems. The RO reports to the Governing Body on the operations of the systems of control and on the discharge of the Governing Body's financial responsibilities. The Governing Body also contains two retired qualified accountants who are not the RO. The RO has submitted three reports to the Governing Body during the year none of which identified any major weaknesses in the financial systems. The Members and Governors are confident that the RO function has been performed in line with EFA requirements.

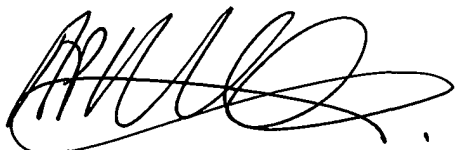
**Governance Statement (Continued)**

**Review of Effectiveness**

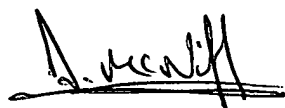
The Principal, as Accounting Officer, has responsibility for reviewing the effectiveness of the system of internal control and during the year will be informed by:

- the work of the Responsible Officer;
- the work of the External Auditor;
- the financial management and governance self-assessment process;
- the advice and governance of the Staffing and Resources Committee; and
- the work of the Senior Leadership Team and the Management Team who have responsibility for the development and maintenance of the internal control framework.

Approved by order of the Members and Governors on 4 December 2014 and signed on their behalf by:



**Anthony McClaran**  
Chair of Governors  
4 December 2014



**Dermot McNiffe**  
Principal and Accounting Officer  
4 December 2014


**ALL SAINTS' ACADEMY, CHELTENHAM**

**STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

As accounting officer of All Saints' Academy, Cheltenham I have considered my responsibility to notify the Members and 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 are able to identify any material irregular or improper use of funds or material non-compliance with the terms and conditions of the 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 Members and EFA.

A handwritten signature in black ink, appearing to read 'D. McNiffe', with a horizontal line drawn underneath it.

**Dermot McNiffe**  
Principal and Accounting Officer  
4 December 2014

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **STATEMENT OF MEMBERS' AND GOVERNORS' RESPONSIBILITIES**

The Members, who are also Directors of the Charitable Company for the purposes of company law, are responsible for preparing this report and the financial statements in accordance with the Annual Accounts Direction issued by the Education Funding Agency, United Kingdom Accounting Standards, (United Kingdom Generally Accepted Accounting Practice), and applicable law and regulations. Many of these responsibilities have been performed with Governors.

Company law requires the Members to prepare financial statements for each financial year. Under company law they 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 at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year. In preparing these financial statements the Members, through the Governing Body, are required to:

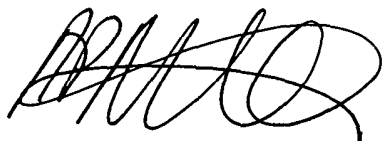
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures 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 operation.

The Members and 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 Members and Governors are responsible for ensuring that in their 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 DfE/EFA have been applied for the purposes intended.

The Members and 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 and Governors on 4 December 2014 and signed on its behalf by:



**Anthony McClaran**  
Chair of Governors

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **Independent Auditor's Report to the Members of All Saints' Academy Cheltenham**

We have audited the financial statements of All Saints' Academy Cheltenham for the year ended 31 August 2014 set out pages 22 to 41.

The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Academies' Accounts Direction 2013 to 2014 issued by the Education Funding Agency.

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 company's members as a body, for our audit work, for this report, or for the opinions we have formed.

#### **Respective responsibilities of governors and auditor**

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

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

#### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the Members' and Governors' Report including the Strategic Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

#### **Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company'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, including the Academies' Accounts Direction 2013 to 2014 issued by the Education Funding Agency; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**ALL SAINTS' ACADEMY, CHELTENHAM**

**Auditor's Report to the Members of All Saints' Academy Cheltenham (Continued)**

**Opinion on other matter prescribed by the Companies Act 2006**

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

**Matters on which we are required to report by exception**

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

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

**Martin Regan**

Senior Statutory Auditor

For and on behalf of

**Crowe Clark Whitehill LLP**

Statutory Auditor

Carrick House

Lypiatt Road

Cheltenham

Gloucestershire

GL50 2QJ

Date

10 December 2014

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **Independent Reporting Accountant's Assurance Report on Regularity to All Saints' Academy, Cheltenham and the Education Funding Agency**

In accordance with the terms of our engagement letter dated 25 October 2012 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' Academy, Cheltenham 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 the governing body and the EFA in accordance with the terms of our engagement. Our work has been undertaken so that we might state to All Saints' Academy, Cheltenham 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 the governing body and the EFA, for our review work, for this report, or for the conclusion we have formed.

#### **Respective responsibilities of Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of All Saints' Academy, Cheltenham Trust's funding agreement with the Secretary of State of Education dated 25 September 2009 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 and 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 design and implementation of the Academy's internal controls and review processes on regularity,

**ALL SAINTS' ACADEMY, CHELTENHAM**

**Independent Reporting Accountant's Assurance Report on Regularity to All Saints' Academy Cheltenham and the Education Funding Agency (continued)**

supported by detailed tests on samples of costs incurred by the academy and specific transactions identified from our review.

**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.

**Crowe Clark Whitehill LLP**

Statutory Auditor  
Carrick House  
Lypiatt Road  
Cheltenham  
Gloucestershire  
GL50 2QJ

Date 10 December 2014



# ALL SAINTS' ACADEMY, CHELTENHAM

## Statement of Financial Activities for the Year Ended 31 August 2014

(Incorporating an Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	<b>Total 2014 £000</b>	<i>Total 2013 £000</i>
<b>Incoming resources</b>						
Incoming resources from generated funds:						
Voluntary income	3	211	-	-	211	213
Activities for generating funds	4	311	-	-	311	175
Incoming resources from charitable activities:						
Funding for the Academy's educational operations	5	-	5,584	19	5,603	5,657
<b>Total incoming resources</b>		<b>522</b>	<b>5,584</b>	<b>19</b>	<b>6,125</b>	<b>6,045</b>
<b>Resources expended</b>						
Cost of generating funds:						
Activities for generating funds	6	355	-	-	355	238
Charitable activities:						
Academy educational operations	7	-	5,579	1,534	7,113	6,692
Governance Costs	8	-	79	-	79	51
<b>Total resources expended</b>	6	<b>355</b>	<b>5,658</b>	<b>1,534</b>	<b>7,547</b>	<b>6,981</b>
<b>Net (outgoing)/incoming resources before transfers</b>						
		167	(74)	(1,515)	(1,422)	(936)
Gross transfers between funds	16	-	(75)	75	-	-
<b>Net (expenditure)/income for the year</b>		<b>167</b>	<b>(149)</b>	<b>(1,440)</b>	<b>(1,422)</b>	<b>(936)</b>
Actuarial (losses)/gains on defined benefit pension scheme	16,25	-	(368)	-	(368)	19
<b>Net movement in funds</b>		<b>167</b>	<b>(517)</b>	<b>(1,440)</b>	<b>(1,790)</b>	<b>(917)</b>
<b>Reconciliation of funds</b>						
Funds brought forward at 1 September 2013	16	449	(39)	25,950	26,360	27,277
<b>Funds carried forward at 31 August 2014</b>	16	<b>616</b>	<b>(556)</b>	<b>24,510</b>	<b>24,570</b>	<b>26,360</b>

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

The notes on pages 25 to 41 form part of these financial statements.

# ALL SAINTS' ACADEMY, CHELTENHAM

Balance Sheet as at 31 August 2014 Company Number 06831538

	Notes	2014 £000	2014 £000	2013 £000	2013 £000
<b>Fixed Assets</b>					
Tangible assets	12		24,510		25,950
<b>Current Assets</b>					
Stock	13	-		2	
Debtors	14	125		179	
Cash at bank and in hand		1,779		1,741	
		<u>1,904</u>		<u>1,922</u>	
<b>Creditors</b>					
Amounts falling due within one year	15	(604)		(660)	
<b>Net current assets</b>			<u>1,300</u>		<u>1,262</u>
<b>Total assets less current liabilities (excluding pension liability)</b>			<b>25,810</b>		<b>27,212</b>
Pension scheme liability	25		<u>(1,240)</u>		<u>(852)</u>
<b>Net assets including pension liability</b>			<u><b>24,570</b></u>		<u><b>26,360</b></u>
<b>Funds of the Academy:</b>					
<b>Restricted income funds</b>					
Fixed asset fund	16		24,510		25,950
General fund	16		684		813
Pension reserve	16		(1,240)		(852)
<b>Total restricted funds</b>			<u><b>23,954</b></u>		<u><b>25,911</b></u>
<b>Unrestricted income funds</b>					
General fund	16	616		449	
<b>Total unrestricted funds</b>					<u>449</u>
<b>Total funds</b>			<u><b>24,570</b></u>		<u><b>26,360</b></u>

The financial statements on pages 26 to 41 were approved by Members and Governors and authorised for issue 4 December and are signed on their behalf by:  
2014

Anthony McClaran  
Chair of Governors



The notes on pages 25 to 41 form part of these financial statements.

# ALL SAINTS' ACADEMY, CHELTENHAM

## Cash Flow Statement for the year ended 31 August 2014

	Notes	2014 £000	2013 £000
Net cash inflow from operating activities	18	132	540
Purchase of tangible fixed assets	19	(94)	(179)
<b>Increase in cash in the year</b>		<b>38</b>	<b>361</b>
Reconciliation of net cash flow to movement in net funds			
Net funds at 1 September 2013		1,741	1,380
<b>Net funds at 31 August 2014</b>		<b>1,779</b>	<b>1,741</b>

The notes on pages 25 to 41 form part of these financial statements.

## ALL SAINTS' ACADEMY, CHELTENHAM

### Notes to the Financial Statements for the year ended 31 August 2014

#### 1. Statement of Accounting Policies

##### (a) Basis of Preparation.

These financial statements have been prepared under the historic 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 2013 to 2014 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.

##### (b) Going Concern

The Members and Governors have considered material events and conditions that may impact upon the ability of the Company to continue as a going concern and conclude that there are none that have a material impact on their view that the Company will remain viable for the foreseeable future.

This assessment has been made in respect of a period of one year only from the date of approval of these financial statements.

##### (c) Incoming Resources

Incoming resources are recognised when the Academy Trust has confirmed its entitlement to the funds, is certain of receipt, and the amount can be measured with reasonable reliability.

- **Grants Receivable**

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

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

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

- **Sponsorship Income**

Sponsorship income provided to the Academy Trust is recognised in the Statement of Financial Activities in the period in which it is received, where there is certainty of receipt.

- **Donations**

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

- **Other Income**

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

## ALL SAINTS' ACADEMY, CHELTENHAM

### Notes to the Financial Statements for the year ended 31 August 2014 (Continued)

- **Donated Services and Gifts in Kind**

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, 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 its useful economic life in accordance with the Academy Trust's accounting policies.

**(d) 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 assets use. Other support costs are allocated based on the spread of staff costs.

- **Costs of generated funds**

These are incurred in attracting voluntary income trading activities that raise funds.

- **Charitable activities**

These are incurred on the Academy Trust's educational activities.

- **Governance costs**

These include the costs attributable to the Academy Trust's compliance with constitutional and statutory requirements, including audit, strategic management and Governor's meeting and reimbursed expenses.

If appropriate resources expended include irrecoverable VAT.

**(e) Tangible Fixed Assets**

Assets costing over £2,000 are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

When tangible fixed assets have been acquired with the aid of specific grants they are included in the Balance Sheet at cost and depreciated over their expected useful life. The related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and carried forward to the Balance Sheet. Depreciation on such assets is charged to the restricted fixed asset fund so as to reduce the fund over the useful economic life of the related asset.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset on a straight line basis over their expected useful lives, as follows:

- |                                    |          |
|------------------------------------|----------|
| • Long leasehold buildings         | 50 Years |
| • Mechanical equipment             | 15 Years |
| • Fixtures, fittings and equipment | 5 Years  |
| • ICT Equipment                    | 3 Years  |
| • Motor Vehicles                   | 5 Years  |

**(f) Leased Assets**

There are no leased assets at 31 August 2014 and none were held during the period.

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **Notes to the Financial Statements for the year ended 31 August 2014 (Continued)**

#### **(g) Investments**

There are no investments at 31 August 2014 and none were held during the period.

#### **(h) Stock**

Unsold uniform stock is valued at the lower of cost or net realisable value.

#### **(i) 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 any such income or gains are applied exclusively to charitable purposes. The Academy Trust has been registered for VAT from 1 September 2011 as a consequence of the Finance Act 2011.

#### **(j) Pension Benefits (See further details in Note 25)**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of the pensions over employees' working lives in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll costs. The levels of contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As explained later, 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 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 are vested. If the benefits have not been 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 cost or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

#### **(k) Fund Accounting**

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

Restricted fixed asset funds are resources which are to be applied for specific capital purposes as defined by the department for Education, the Education Funding Agency or any other funder.

Restricted general funds comprise all other restricted funds received and include grants such as the General Annual Grant paid by the Education Funding Agency.

# ALL SAINTS' ACADEMY, CHELTENHAM

## Notes to the Financial Statements for the year ended 31 August 2014 (Continued)

### 2. General Annual Grant (GAG)

Under the funding agreement with the Secretary of State the Academy Trust was subject to limits at 31 August 2014 on the amount of GAG that could be carried forward from one year to the next. An amount equal to 12% of GAG could be carried forward, of which 2% could be used for general recurrent purposes, with any balance being available for premises/capital purposes.

The Academy Trust has not exceeded these limits during the year ended 31 August 2014.

### 3. Voluntary Income

	Unrestricted Funds £000	Restricted Funds £000	Total 2014 £000	Total 2013 £000
Capital donations	-	-	-	72
Other donations	211	-	211	141
	<u>211</u>	<u>-</u>	<u>211</u>	<u>213</u>

### 4. Activities for Generating Funds

	Unrestricted Funds £000	Restricted Funds £000	Total 2014 £000	Total 2013 £000
Sports Network and Extended Services	311	-	311	175
	<u>311</u>	<u>-</u>	<u>311</u>	<u>175</u>

5. Funding for Academy's Educational Operations	Unrestricted Funds £000	Restricted Funds £000	Total 2014 £000	Total 2013 £000
<b>DFE/EFA Grants</b>				
General Annual Grant	-	5,123	5,123	4,895
Start Up Grants	-	27	27	259
Pupil Premium and other grants	-	379	379	337
Devolved Formula Capital Grant	-	19	19	18
	<u>-</u>	<u>5,548</u>	<u>5,548</u>	<u>5,509</u>
<b>Other Government Grants</b>				
Other Grants/Income	-	20	20	39
Local Authority statementing income	-	35	35	109
	<u>-</u>	<u>55</u>	<u>55</u>	<u>148</u>
<b>Total Grants</b>	<u>-</u>	<u>5,603</u>	<u>5,603</u>	<u>5,657</u>

# ALL SAINTS' ACADEMY, CHELTENHAM

## Notes to the Financial Statements for the year ended 31 August 2014 (Continued)

### 6. Resources Expended

	Staff Costs £000	Non Pay Premises £000	Non Pay Other £000	Total 2014 £000	Total 2013 £000
Costs of activities for generating funds	136	-	219	355	238
Academy's educational operations					
- Direct costs	3,715	1,534	769	6,018	5,750
- Allocated support costs	575	376	144	1,095	942
	4,426	1,910	1,132	7,468	6,930
Governance costs including allocated support costs	11	-	68	79	51
Total Resources Expended	4,437	1,910	1,200	7,547	6,981

### Incoming/outgoing resources for the year include:

	2014 £000	2013 £000
Fees payable to auditor		
- audit	9	9
- other services	4	4
(Profit)/loss on disposal of fixed assets	-	12

Included within resources expended is a compensation payment of £12,000 to an employee to provide redress for personal injury.



# ALL SAINTS' ACADEMY, CHELTENHAM

## Notes to the Financial Statements for the year ended 31 August 2014 (Continued)

### 7. Charitable Activities - Academy's Educational Operations

	<b>Total</b>	<i>Total</i>
	<b>2014</b>	<i>2013</i>
	<b>£000</b>	<i>£000</i>
<b>Direct Costs</b>		
Teaching and educational support staff	<b>3,715</b>	<i>3,488</i>
Depreciation and loss on disposal	<b>1,534</b>	<i>1,521</i>
Educational supplies	<b>458</b>	<i>415</i>
Examination fees	<b>123</b>	<i>105</i>
Staff development	<b>32</b>	<i>41</i>
Educational consultancy	<b>54</b>	<i>51</i>
Other direct costs	<b>102</b>	<i>129</i>
	<b>6,018</b>	<i>5,750</i>
<b>Allocated support costs</b>		
Support staff and consultancy	<b>575</b>	<i>555</i>
Maintenance of premises and equipment	<b>269</b>	<i>215</i>
Rent and rates	<b>62</b>	<i>56</i>
Insurance	<b>45</b>	<i>40</i>
Other support costs	<b>144</b>	<i>76</i>
	<b>1,095</b>	<i>942</i>
	<b>7,113</b>	<i>6,692</i>

	<b>Total</b>	<i>Total</i>
	<b>2014</b>	<i>2013</i>
	<b>£000</b>	<i>£000</i>
<b>8. Governance Costs</b>		
Support staff	<b>11</b>	<i>4</i>
Professional fees	<b>55</b>	<i>34</i>
Auditor's remuneration		
- audit of financial statements	<b>9</b>	<i>9</i>
- other services	<b>4</b>	<i>4</i>
	<b>79</b>	<i>51</i>

# ALL SAINTS' ACADEMY, CHELTENHAM

## Notes to the Financial Statements for the year ended 31 August 2014 (Continued)

<b>9. Staff Costs</b>	<b>2014</b>	<b>2013</b>
Staff costs during the period were:	<b>£000</b>	<b>£000</b>
Wages and salaries	<b>3,542</b>	<b>3,386</b>
Social security costs	<b>270</b>	<b>253</b>
Pension costs	<b>523</b>	<b>473</b>
	<b>4,335</b>	<b>4,112</b>
Recruitment Costs	<b>28</b>	<b>18</b>
Travel and CRB Checks	<b>7</b>	<b>11</b>
Other	<b>25</b>	<b>5</b>
Compensation payments	<b>42</b>	<b>-</b>
	<b>4,437</b>	<b>4,146</b>

Included in compensation payments is one non-statutory/non-contractual severance payment totalling £30,000 (2013 - £nil).

The average number of persons (including senior management team) employed by the Academy Trust during the year expressed as full time equivalents was as follows:

	<b>2014</b>	<b>2013</b>
<b>Charitable Activities</b>	<b>No.</b>	<b>No.</b>
Teachers	<b>68</b>	<b>62</b>
Administration and support	<b>49</b>	<b>49</b>
Management	<b>3</b>	<b>4</b>
	<b>120</b>	<b>115</b>

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

	<b>2014</b>	<b>2013</b>
	<b>No.</b>	<b>No.</b>
£60,001 to £70,000	<b>3</b>	<b>2</b>
£80,001 to £90,000	<b>1</b>	<b>-</b>
£120,001 to £130,000	<b>-</b>	<b>1</b>

All four employees participated in the Teachers' Pension Scheme. During the year ended 31 August 2014 employer pension contributions for these staff amounted to £38,103 (2013 - £34,437).

## ALL SAINTS' ACADEMY, CHELTENHAM

### Notes to the Financial Statements for the year ended 31 August 2014 (Continued)

#### 10. Principal and staff Governor Remuneration and Expenses

The Principal and staff Governors, who are not Members, only receive remuneration in respect of services they provide undertaking the roles of Principal and staff and not in respect of their services as Governors.

The value of staff Governors' remuneration was as follows:

Peter Kingham (former Principal)	£10,000 - £15,000 (2013 - £120,000 - £125,000)
Stephen Powell (Vice Principal)	£80,000 - £85,000 (2013 - £Nil)
Rebecca Atkins	£40,000 - £45,000 (2013 - £35,000 - £40,000)
Mick Guilbert	£20,000 - £25,000 (2013 - £20,000 - £25,000)

The Members of All Saints Academy are not remunerated in respect of any services they provide to the Academy. During the year ended 31 August 2014 travel and subsistence expenses totalling £43 (2013 - £nil) were reimbursed to 1 member (2013 - nil).

Other related party transactions involving the Members are set out in note 24.

#### 11. Governors' and Officers' Insurance

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

#### 12. Tangible Fixed Assets

	Leasehold Land and Buildings £000	Mechanical Equipment £000	Furniture and Equipment £000	IT Equipment £000	Vehicles £000	Total £000
<b>Cost</b>						
At 1 September 2013	21,875	3,592	1,617	1,849	33	28,966
Additions	-	12	3	79	-	94
At 31 August 2014	21,875	3,604	1,620	1,928	33	29,060
<b>Depreciation</b>						
At 1 September 2013	721	474	630	1,174	17	3,016
Charged in Year	363	241	353	572	5	1,534
At 31 August 2014	1,084	715	983	1,746	22	4,550
<b>Net book values</b>						
At 31 August 2014	20,791	2,889	637	182	11	24,510
At 31 August 2013	21,154	3,118	987	675	16	25,950

Land with a notional value of £3,752,000 (2013 - £3,752,000) is included within the above figures and this is not depreciated.

# ALL SAINTS' ACADEMY, CHELTENHAM

## Notes to the Financial Statements for the year ended 31 August 2014 (Continued)

<b>13. Stock</b>	<b>2014</b>	<b>2013</b>
	<b>£000</b>	<b>£000</b>
School Uniforms	-	2
	<u>-</u>	<u>2</u>

<b>14. Debtors</b>	<b>2014</b>	<b>2013</b>
	<b>£000</b>	<b>£000</b>
Trade Debtors	31	14
Accrued Income	73	26
Prepayments	12	82
VAT	9	57
	<u>125</u>	<u>179</u>

<b>15. Creditors</b>	<b>2014</b>	<b>2013</b>
	<b>£000</b>	<b>£000</b>
EFA Creditor: Abatement of GAG	165	182
Taxation and Social Security	64	62
Accruals and Deferred Income	73	116
Other creditors	302	300
	<u>604</u>	<u>660</u>

<b>Deferred Income</b>	<b>2014</b>
	<b>£000</b>
Deferred Income at 1 September 2013	8
Resources deferred in the year	-
Amounts released to Income and Expenditure account	<u>(8)</u>
Deferred Income at 31 August 2014	<u>-</u>

During the year ended 31 August 2013, the Academy was holding funds in advance for school trips booked for the 2013/14 academic year, which had been treated as deferred income. This has been fully released in the year ended 31 August 2014.

# ALL SAINTS' ACADEMY, CHELTENHAM

## Notes to the Financial Statements for the year ended 31 August 2014 (Continued)

### 16. Funds

	<i>Balance at 1 August 2013 £000</i>	<b>Incoming Resources £000</b>	<b>Resources Expended £000</b>	<b>Gains, Losses and Transfers £000</b>	<b>Balance at 31 August 2014 £000</b>
<b>Restricted general funds</b>					
General Annual Grant	556	5,123	(4,970)	(75)	634
Start Up Grants	200	27	(227)	-	-
Pupil Premium and other grants	-	379	(379)	-	-
Other Grants/Income	-	20	(20)	-	-
Local authority statementing income	7	35	(42)	-	-
Contribution from Local Authority	50	-	-	-	50
Pension Reserve	(852)	-	(20)	(368)	(1,240)
	(39)	5,584	(5,658)	(443)	(556)
<b>Restricted fixed asset funds</b>					
Capital sponsorship	25,950	-	(1,534)	94	24,510
Capital Grant	-	19	-	(19)	-
	25,950	19	(1,534)	75	24,510
<b>Total Restricted Funds</b>	<b>25,911</b>	<b>5,603</b>	<b>(7,192)</b>	<b>(368)</b>	<b>23,954</b>
<b>Unrestricted Funds</b>	<b>449</b>	<b>522</b>	<b>(355)</b>	<b>-</b>	<b>616</b>
<b>Total Funds</b>	<b>26,360</b>	<b>6,125</b>	<b>(7,547)</b>	<b>(368)</b>	<b>24,570</b>

The specific purposes of each fund are explained in more detail below:

#### Restricted General Funds

Under the funding agreement with the Secretary of State, the Academy Trust was subject to a limit on the amount of GAG that it could carry forward at 31 August 2014 (See note 2 - no grants needed to be surrendered). Other funds include other government and non-government income which is to be spent on various restricted purposes as detailed in original grant letter and instructions from the donors. The Local Government Pension Scheme Liability is also included within this fund and further information can be found on note 25 of the financial statements regarding this balance.

#### Restricted Fixed Asset Fund

Comprises the Academy's buildings and other fixed assets which are used for the charitable objectives of the Academy.

#### Unrestricted Funds

Represents income generated by the Academy (such as lettings and hire of facilities) and any other donations or investment income, which is not restricted for any specific purpose and can be spent as determined by the Governing Body.

# ALL SAINTS' ACADEMY, CHELTENHAM

## Notes to the Financial Statements for the year ended 31 August 2014 (Continued)

### 16. Funds (continued)

Transfers between funds relate to amounts expended on fixed assets from the EFA General Annual Grant and Unrestricted Funds which have been used for the acquisition of fixed assets during the period.

### 17. Analysis of net assets between funds

<b>Fund balances at 31 August 2014 are represented by:</b>	<b>Unrestricted Funds £000</b>	<b>Restricted General Funds £000</b>	<b>Restricted Fixed Asset Funds £000</b>	<b>Total Funds 2014 £000</b>	<b>Total Funds 2013 £000</b>
Tangible fixed assets	-	-	24,510	24,510	25,950
Current assets	616	1,288	-	1,904	1,922
Current liabilities	-	(604)	-	(604)	(660)
Pension scheme liability	-	(1,240)	-	(1,240)	(852)
	<b>616</b>	<b>(556)</b>	<b>24,510</b>	<b>24,570</b>	<b>26,360</b>

	<b>2014 £000</b>	<b>2013 £000</b>
<b>18. Reconciliation of net income to net cash inflow from operating activities</b>		
Net income for the year	(1,422)	(936)
Depreciation (note 12)	1,534	1,509
Loss on disposal of fixed assets	-	12
FRS 17 pension cost less employer contributions payable (note 25)	(8)	(14)
FRS 17 pension finance expense (note 25)	28	32
Decrease in stocks	2	-
Decrease/(increase) in debtors	54	(13)
Decrease in creditors	(56)	(50)
<b>Net cash inflow from operating activities</b>	<b>132</b>	<b>540</b>

	<b>2014 £000</b>	<b>2013 £000</b>
<b>19. Capital expenditure and financial investment</b>		
Assets purchased in period	(94)	(179)
<b>Net cash outflow from capital expenditure</b>	<b>(94)</b>	<b>(179)</b>

## ALL SAINTS' ACADEMY, CHELTENHAM

### Notes to the Financial Statements for the year ended 31 August 2014 (Continued)

20. Analysis of changes in net funds	At 1 September 2013	Cash flows	At 31 August 2014
	£000	£000	£000
Cash in hand and at bank	1,741	38	1,779
	<u>1,741</u>	<u>38</u>	<u>1,779</u>

#### 21. Contingent Liabilities

There are no known contingent liabilities.

#### 22. Contingent Assets

There is a deed of gift and declaration of trust to establish an endowment fund in place. Up to £1.5 million will be available subject to the sale proceeds from specific parts of the former Christ College site. The Academy will be able to use the interest earned from this fund to further its objectives.

#### 23. 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 required, but not exceeding £10, for the debts and liabilities contracted before he/she ceases to be a member.

#### 24. Related Party Transactions

The following related party transactions have been identified during the year ended 31 August 2014 (2013 – None).

- The Sylvanus Lysons Charity (on behalf of The Gloucester Diocese) (Sponsor) made a £19,000 contribution towards the cost of a Chaplain.
- The Clifton Diocese (Sponsor) provides a number of services, predominately training of staff and Governors, with the total cost of all services during the year ended 31 August 2014 being £4,400.

## **ALL SAINTS' ACADEMY, CHELTENHAM**

### **Notes to the Financial Statements for the year ended 31 August 2014 (Continued)**

#### **25. Pension and similar obligations**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament. 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.

The pension charge for the year includes contributions payable to the TPS of £321,000 (2013 - £307,000). At the year-end £26,293 (2013 - £24,600) was accrued in respect of the contributions to this scheme.

#### **Valuation of the Teachers' Pension Scheme**

At the last valuation, the contribution rate to be paid into the TPS was assessed in two parts. First, a standard contribution rate (SCR) was determined. This is the contribution, expressed as a percentage of the salaries of teachers and lecturers in service or entering service during the period over which the contribution rate applies, which if it were paid over the entire active service of these teachers and lecturers would broadly defray the cost of benefits payable in respect of that service. Secondly, a supplementary contribution is payable if, as a result of the actuarial review, it is found that accumulated liabilities of the account for benefits to past and present teachers, are not fully covered by standard contributions to be paid in future and by the notional fund built up from past contributions. The total contribution rate payable is the sum of the SCR and the supplementary contribution rate.

The last valuation of the TPS related to the period 1 April 2001 to 31 March 2004. The Government Actuary's report of October 2006 revealed that the total liabilities of the Scheme (pensions in payment and the estimated cost of future benefits) amounted to £166,500 million. The value of the assets (estimated future contributions together with the proceeds from the notional investments held at that valuation date) was £163,240 million. The assumed real rate of return was 3.5% in excess of prices and 2% in excess of earnings. The rate of real earnings growth was assumed to be 1.5%. The assumed gross rate of return was 6.5%. From 1 January 2007, the SCR was assessed at 19.75%, and the supplementary contribution rate was assessed to be 0.75% (to balance assets and liabilities as required by the regulations within 15 years). This resulted in a total contribution rate of 20.5%, which translated into an employee contribution rate of 6.4% and employer contribution rate of 14.1% payable.

The Public Service Pensions Bill provides for future scheme valuations to be conducted in accordance with Treasury directions. The actuarial valuation report in summer 2014 takes effect from September 2015.

#### **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.



**ALL SAINTS' ACADEMY, CHELTENHAM**

**Notes to the Financial Statements for the year ended 31 August 2014 (Continued)**

**Reconciliation of pension costs less employer contributions payable**

	<b>2014</b>	<b>2013</b>
	<b>£000</b>	<b>£000</b>
Current service cost	<b>170</b>	<b>155</b>
Less: Contributions by the employer	<b>178</b>	<b>169</b>
<b>Total operating (cost)</b>	<b>(8)</b>	<b>(14)</b>

The five year history of experience adjustments is as follows:

	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Present value of defined benefit obligations	<b>(2,221)</b>	<b>(1,580)</b>	<b>(1,286)</b>	-	-
Fair value of scheme assets	<b>981</b>	<b>728</b>	<b>433</b>	-	-
Deficit in the scheme	<b>(1,240)</b>	<b>(852)</b>	<b>(853)</b>	-	-
Experience adjustments on share of scheme assets	<b>(18)</b>	<b>56</b>	<b>12</b>	-	-
Experience adjustments on scheme liabilities	<b>32</b>	-	-	-	-