

Teesside High School Limited
(A Company Limited by Guarantee)
and its Subsidiary Companies

Directors Report and
Consolidated Financial Statements
for the Year Ended 31 July 2016

Registered Number: 00572205
Charity Number: 527386

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COMPANIES HOUSE

ANDERSON BARROWCLIFF LLP
Chartered Accountants

Teesside High School Limited
and its Subsidiary Company
(A Company Limited by Guarantee)

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for the Year Ended 31 July 2016

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Teesside High School Limited
and its Subsidiary Company
(A Company Limited by Guarantee)

Legal and Administrative Details
for the Year Ended 31 July 2016

COMPANY REGISTRATION NUMBER: 00572205

CHARITY REGISTRATION NUMBER: 527386

REGISTERED OFFICE: The Avenue
Eaglescliffe
Stockton on Tees
TS16 9AT

TRUSTEES:

Mr C G Neave	- Chair (resigned 31 December 2016)
Mrs A Greenwood	- Vice Chair
Mr R R Tindle	- Chair (from 1 January 2017)
Mr C A S Atha	
Mr D H Lister	
Mrs J Beeton	- resigned 13 January 2016
Mr C G Watson	
Mr R J Stone	
Mr T G Watson	
Mr T Cook	
Mr A Warrior	- appointed 30 September 2015
Mrs A Guest	- appointed 12 January 2017

THE HEADTEACHER: Mr A Wilson MA BMus(Hons)
Mrs K MacKenzie – acting Head (from 1 October 2015 to 31 July 2016
and from 30 January 2017)

SENIOR LEADERSHIP TEAM:

Mr A Wilson	(Head Teacher)
Mrs K MacKenzie	(Deputy Head, Academic)
Mrs J Pumphrey	(Finance Manager)
Miss N Stephens	(Deputy Head, Pastoral)
Mrs C Williams	(Director of Prep School)

BANKERS: Barclays Bank plc
Tees Corporate Banking Centre
P O Box 235
Teesdale Business Park
Stockton on Tees TS17 6YJ

SOLICITORS: Endeavour Partnership LLP
Tobias House
St Mark's Court
Teesdale Business Park
Teesside TS17 6QW

AUDITORS: Anderson Barrowcliff LLP
Waterloo House
Teesdale South
Thornaby Place
Thornaby on Tees TS17 6SA

Teesside High School Limited
and its Subsidiary Company
(A Company Limited by Guarantee)

Report of the Trustees for the Year Ended 31 July 2016

The Trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charity and its subsidiary for the year ending 31 July 2016 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum & Articles of Association, and 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) (effective 1 January 2015).

REFERENCE AND ADMINISTRATIVE INFORMATION

Teesside High School Limited was founded in 1970, as a result of the amalgamation of Queen Victoria High School (founded 1883) and Cleveland School (founded 1939). The School is a registered charity, number 527386, and is also a company limited by guarantee, registered company number 572205.

Directors

The Agnes Spencer Charitable Trust is entitled to appoint a director of the School. The Trust has resolved that, for the present time, the right to appoint a director would not be exercised.

Directors are appointed for the term of three years. They can be re-elected.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Company is governed by its Memorandum and Articles of Association, last amended on 6 December 2004.

Governing Body

The directors, who are also required under the Articles to serve as members of the Company, are elected at a full directors meeting and required to meet the Board's specifications concerning eligibility, personal competence, specialist skills and local availability. Any directors appointed at a directors meeting are required to offer themselves for re-election at the first annual general meeting following their appointment.

Trustee-training

New directors are inducted into the workings of the school, and also of the Company as a registered charity, including board policy and procedures. Child protection training is made available annually to all Board members and is undertaken at least triennially by the Governor designated as the Child Protection Governor. Members avail themselves of training and induction courses offered by AGBIS (the Association of Governing Bodies of Independent Schools) and the Chairman of Governors is eligible for joint training with the Head through The Society of Heads.

Organisational Management

The directors meet as a board at least six times a year to determine the general policy of the company and review its overall management and control for which they are legally responsible. The Finance and General Purposes Committee meet at least six times a year to implement the requirements of the Board's policy. Other Committees including Marketing, Education and Curriculum, Facilities, Human Resources and Staffing meet periodically and report to the full Board.

Risk Management

The Board of Governors regularly assess risks and uncertainties which face the School. The main risks are considered to be the general economic environment and the recruitment and retention of pupils and key members of staff. The Board believes that this regular assessment of risks is adequate to mitigate those risks.

Teesside High School Limited
and its Subsidiary Company
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Report of the Trustees for the Year Ended 31 July 2016

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Related Parties

The Charity has a wholly owned non-charitable subsidiary, Teesside High School Enterprises Limited. The purpose of the Company is to supply uniforms to the pupils and to raise revenue generally from non-school fee income.

Statement of Trustees' Responsibilities

The Trustees (who are also directors of Teesside High School Limited for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping proper accounting records that 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.

Statement of disclosure of information to auditors

We, the Trustees who held office at the date of approval of these Financial Statements, as set out above, each confirm so far as we are aware, that:

- there is no relevant audit information of which the Company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as Trustees in order to make ourselves aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

OBJECTIVES AND ACTIVITIES

To promote and provide for the advancement of education and in connection therewith to establish, carry on, acquire and develop schools and institutions for the purpose of providing a sound religious, classical, mathematical, scientific and general education for girls and boys aged 3-18.

- To provide a stimulating and challenging learning environment for all our pupils
- To enfold our pupils in a secure, happy and supportive family environment
- To be recognised in our region as a leading provider of excellent education in a 21st century context in the Independent sector
- To ensure that our pupils acquire the skills to become life-long learners
- To encourage our pupils to achieve their personal goals and objectives
- To develop our pupils as tolerant individuals who respect others and their environment
- To maintain the traditions of our school by promoting good manners and self-discipline
- To develop our pupils as global citizens who have been prepared to work and interact with different cultures both physically and electronically
- To use new technologies and formative assessment practices to engage our pupils in their own learning journey
- To work closely with our parents to ensure the best educational provision for their children

Teesside High School Limited
and its Subsidiary Company
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Report of the Trustees for the Year Ended 31 July 2016

OBJECTIVES AND ACTIVITIES (continued)

- To be committed to sustainability in our daily practices and in our use of our facilities
- To treat all pupils equally and fairly
- To maintain and develop the range and quality of sports, music, drama, outdoor and extra-curricular activities offered to our children
- To foster positive links with our local community to enhance public benefit

Strategic Aim

Teesside High School exists to support and develop each individual child in our care; we provide an individualised learning journey through a combination of rigorous academic challenges and nurturing support. We strive to ensure that every boy and girl moves on to the next stage of their education as self-confident, inquiring, creative, tolerant, independent thinkers.

Objectives for the Year

The principal objective of the year was to continue to develop the school's emphasis on high quality teaching and learning, with the aim of improving our pupils' performance in public examinations results. We measure our performance both in terms of the absolute outcomes and the 'value added' – i.e. comparing individuals' results with national results for students with similar ability profiles, as measured by the University of Durham CEM Centre. Other objectives include continuing our good record of success in the sporting and cultural fields and to focus our efforts on recruitment of new pupils and retention of our existing students, with the objective that as many as possible continue their education at Teesside High School from when they join all the way through to completing Sixth Form.

Developing the infra-structure remains a key priority for the Trustees, who endeavour to invest in the school's facilities where possible within the constraints of the funds available. In 2016 we continued to embed the digital strategy with continued staff training on digital learning methods. The role of the tutor and pastoral care was also re-examined and given as a school focus.

Principal Activity

The School's principal activity continues to be the provision of a Day School for 3-18 year olds.

Grant Making

In the year ended 31 July 2016, we supported 59 children through our grant-making activities. Bursary support is available subject to a financial means test and total grants awarded reduced the annual fee income by £385,350 (2015: £405,445).

Public Benefit

The School has sought to widen access in the spirit of the Charities Act by continuing to award means tested support as detailed in the grant-making section above. The policy of allocating grants according to financial means has been rigorously applied.

The School hires out its facilities to external organisations at subsidised rates during evenings, weekends and school holidays to benefit the community. Current lettings include a local church, theatre groups and various sports and music groups. We continue to provide our facilities to local schools and have hosted the School cluster cross country and rounders tournaments as well as the district indoor hockey tournament for Years 7, 8 and 9. This year we have also provided our cricket facilities for county coaching sessions after school. With the disbandment of the Stockton Music Festival we have managed to retain our strong musical links and now host the Tees Valley Youth Orchestra and Music School regular practices. We also hosted the Cleveland Philharmonic Concert for the second year running, which was a resounding success and brought national acclaim to the community.

Teesside High School Limited
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Report of the Trustees for the Year Ended 31 July 2016

OBJECTIVES AND ACTIVITIES (continued)

Teesside High School hosts a business networking forum that meets regularly to offer an opportunity for business people throughout the region to get together, listen to a guest speaker and discuss important issues, common to all enterprise. We have hosted speakers on a wide range of topics followed by lively Q&A sessions. The events are preceded by refreshments and an opportunity to network with other business professionals. The numbers attending the forum continue to rise as word spreads about it, and we invite anyone interested in business to come along and to bring their colleagues and friends.

The School continues to support the professional development of teachers, both through CPD training and through the employment of Newly Qualified Teachers (NQTs).

A full log of all events and grants made is updated and discussed by the Board of Trustees regularly. In addition to the contribution made to the Local Authorities by way of indirect benefit, and to the Exchequer in the form of irrecoverable VAT, the school has provided training and resources which have directly benefited over 500 young people and adults. Teesside High School continues to support a wide range of charities including Save the Children, Macmillan Cancer Support, Children in Need and the Make a Wish Foundation to name just a few. Many of these campaigns are driven directly by the students themselves. We continue to support two children in the Gambia by paying their school fees. Our Sixth Form students organised a Christmas party for the residents of the Alma Day Care Centre in Stockton and we continue to build links within the community by inviting residents from our local care home to all school events.

Future plans include continuing the allocation of funds to means tested bursaries. We plan to extend further the range of revision courses, and it is intended ultimately that this provision should be made available to A level students as well. In addition, woodland classes are offered to local primary school children as part of our Forest School initiative. We have established a local Brownie group which meets in school and is very popular amongst our pupils and local residents. The holiday care provision has been enhanced with the introduction of a Mountain Activity Club which is available to all children in the area and the School will continue to explore imaginatively every avenue to widen access and demonstrate a commitment to local public benefit.

The Trustees confirm that they have complied with the duty in section 4 of Charities Act 2006 to have due regard to guidance published by the commission regarding public benefit.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Operational Performance of the School

Academic

We were delighted with our A level results again this year with another 100% pass rate with 43% of those at A* to B grades. At GCSE, our overall percentage of 5 GCSEs was very pleasing at 91%. The percentage including English and Mathematics was 10% higher than predicted by our YELLIS and the number of A* and A grades has increased to 47% compared with the national average of 21%. Our EBacc performance is at its highest ever with 70% of our pupils achieving grades C or better in English, mathematics, two sciences, a humanity and a language. Whilst our examination results were compelling this year, we saw 89% of our students get into their first choice of university. This was not solely due to their academic performance but also the time, effort and individual attention that was given to our students when completing applications and writing personal statements. We are pleased with these results, which are a combination of the pupils' hard work, excellent teaching and professional guidance from the staff and careful identification and mentoring of any pupils who were felt to be underachieving after their mock examinations in January.

A Year 12 pupil won the Geography Review Magazine prize and now regularly reviews articles for their publication.

Teesside High School Limited
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Report of the Trustees for the Year Ended 31 July 2016

ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR (continued)

Sporting

Our sports department is consistently a force to be reckoned with in the local area. We continue to bring home silverware in hockey, netball and athletics. Cricket and rugby continue to go from strength to strength. The positive attitude and real enthusiasm of pupils led to some outstanding progress and performances in over 210 fixtures during the year. The under 14 netball team finished in the top 18 in the country, our highest ever national ranking and the under 14 hockey squad were yet again crowned county champions. In the Summer Term, the athletics squad also made history winning the overall District Athletics Shield, which is an amazing achievement for the School.

The boys have also kept up their side of the bargain with county honours in rugby for 2 pupils while 3 pupils excelled on the cricket field, gaining Yorkshire representation.

A Year 5 student became one half of the U14 Wimbledon Doubles Champions, out of over 20,000 who entered.

In Year 6 we have a student who achieved Mini Champion at the Horse of the Year show, another Year 6 pupil has represented England on a number of occasions for show jumping, winning 2 silver medals in competitions in Ireland. We also have a talented tennis player who reached the semi-finals at Junior Wimbledon and won the Junior doubles category.

A Year 10 student has had a very successful year in kayaking achieving number one ranking in the national Under 14 category and has been invited to the national training camp in Prague, whilst a Year 8 student achieved climbing success and is seeded number 10 in the UK.

Two Year 6 students won 16 medals collectively at the National Dwarf Games. These students also won gold medals in the pairs and team Boccia event.

Cultural

The School's commitment to a wide education supported by extensive extra-curricular provision has continued to flourish. Music has continued to raise its profile within the school with a sustained programme of tea time concerts, scholar's concert and an evening of jazz and pop. This year saw the inaugural Teesside High School festival of music, combining many events that united both the prep and senior school. Various music workshops led the main activities during the school day, with concerts and weekend workshops that made for a very successful week.

Our instrumentalists have had their most successful year with 63 examinations taken and a success rate of 100%, a quarter of these entries achieved grade 7 or better.

Other musical highlights were an increase in the number of performance opportunities over the year with a very successful staging of The Jungle Book.

Seven of our Year 6 pupils have had their poetry work published and a Year 1 pupil made their debut on BBC children's TV channel Cbeebies.

Our Duke of Edinburgh Scheme continues to develop with 33 students enrolling this year and all pupils receiving their awards: 9 Gold candidates and 24 Bronze.

This year saw the Gifted & Talented tea time talks focus on the law with guest speakers ranging from Detective Inspectors of CID to controversial professors and our own MP James Wharton. Our Year 11 high flyers visited Cambridge for a conference and Year 12 students attended Oxford open days. Our future medics have enjoyed a range of topics ranging from cardiology to forensic radiography through our pre-med course.

Teesside High School Limited
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Report of the Trustees for the Year Ended 31 July 2016

Financial Review

The Groups' net outgoing resources for the year were £22,452 before depreciation (£94,801 net outgoing resources after depreciation). 2015 net outgoing resources were £70,603 before depreciation (£146,209 net outgoing resources after depreciation). The results were in line with expectations for the year.

The recommendations of the strategic review undertaken by external consultants in late 2015 were implemented in 2016. The total cost of the review and the subsequent staff redundancies was £63,042, all of which has been recognised as a cost in the Statement of Financial Activities for the year ended 31 July 2016. We expect to generate an improved result for the year ended 31 July 2017, as the changes made have put the School onto a robust financial footing for the future. Although this was a year in which the school had to make some difficult decisions, the Board are confident that those changes did not impact on the ethos, culture and quality education so highly valued at Teesside High School. We continue to be a small School that focuses on the needs of the individual child, through a warm and nurturing ethos. We set our sights high in our academic aspirations, but equally, we believe that the education of a child outside of the classroom is just as important as it seeks to build character and life-long skills.

Reserves Policy

The School's policy on the use of reserves is to support the aims of the Charity. In particular the aim is to generate sufficient surplus to cover repayment of loans and capital expenditure each year. The Trustees are confident that the School is making significant progress towards this objective. Total reserves at 31 July 2016 are £2,018,684, and further details on reserves is given in notes 17,18 and 19 to the accounts.

Investment Policy and Objectives

The Company has absolute power of investment of its corporate reserves. The Board continue to keep under review the investment risks and rewards in the current state of the market, and having taken professional advice, seek to obtain the best return from invested cash that on average exceeds general inflation.

Future Plans

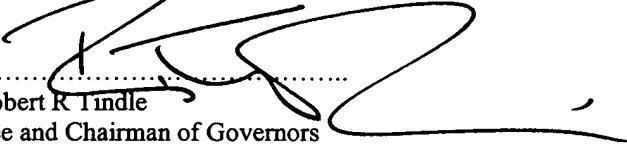
The School will continue to develop its assessment processes and monitor pupils more closely enabling it to intervene and prevent underachievement by offering bespoke support for individual pupils.

We will continue to develop the sixth form curriculum by offering new courses which will make post 16 education more inclusive.

Developing staff further by offering them training in the latest methods of modern pedagogy and the use of new technologies will continue, as we extend our move towards a digital curriculum and the use of tablet computers by all pupils and staff.

We also intend to provide further leadership development for our middle leaders e.g. Heads of Department.

Approved by the Board of Trustees on 13 March 2017 and signed on its behalf by:-


.....
Mr Robert R Tindle
Trustee and Chairman of Governors

Teesside High School Limited
and its Subsidiary Company
(A Company Limited by Guarantee)

Independent Auditor's Report
to the Trustees of Teesside High School Limited and its Subsidiary Company

We have audited the financial statements of Teesside High School Limited and its subsidiary company for the year ended 31 July 2016 which comprise the Group Statement of Financial Activities, the Group and Parent Company Balance Sheet, the Group Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Practice).

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.

Respective responsibilities of trustees and auditors

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (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.

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act. 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 charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the financial statements to identify material inconsistencies with the audited financial statements. 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 group and charitable company's affairs as at 31 July 2016 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Report of the Trustees (including the Strategic Report) for the financial year for which the financial statements are prepared is consistent with the financial statements.

Teesside High School Limited
(A Company Limited by Guarantee)

Independent Auditor's Report to the Trustees of Teesside High School Limited

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 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies in preparing the Report of the Trustees.



D J Robertson
Senior Statutory Auditor
For and on behalf of Anderson Barrowcliff LLP
Statutory Auditors
Chartered Accountants
Waterloo House
Teesdale South
Thornaby Place
Thornaby on Tees
TS17 6SA

Date: 13 March 2017

Teesside High School Limited
and its Subsidiary Company
(A Company Limited by Guarantee)

Consolidated Statement of Financial Activities
(including Summary Income and Expenditure Account)
for the Year Ended 31 July 2016

		Unrestricted Funds	Restricted Funds	Total Funds 2016	Total Funds 2015
	<u>Note</u>	£	£	£	£
Income and endowments from:					
Donations and legacies	2	47,583	-	47,583	1,500
Charitable activities	3	3,903,723	-	3,903,723	3,919,278
Other trading activities	4	23,105	-	23,105	20,465
Investment income	5	491	-	491	420
Total income and endowments		3,974,902	-	3,974,902	3,941,663
Expenditure on:					
Charitable activities	6	4,064,931	7,500	4,072,431	4,098,131
Total Resources Expended		4,064,931	7,500	4,072,431	4,098,131
Net gains/(losses) on investments		2,728	-	2,728	10,259
Net income/(expenditure)		(87,301)	(7,500)	(94,801)	(146,209)
Transfers between funds		-	-	-	-
Net movement in funds		(87,301)	(7,500)	(94,801)	(146,209)
Funds brought forward at 1 August 2015		2,073,147	40,338	2,113,485	2,259,694
Funds carried forward at 31 July 2016		1,985,846	32,838	2,018,684	2,113,485

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

Teesside High School Limited
and its Subsidiary Company
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Consolidated Balance Sheet As At 31 July 2016

	Notes	Group 2016 £	Group 2015 £	Charity 2016 £	Charity 2015 £
Fixed Assets					
Tangible assets	10	4,185,046	4,215,872	4,185,046	4,215,872
Investments	11	85,642	82,914	113,781	127,914
		<u>4,270,688</u>	<u>4,298,786</u>	<u>4,298,827</u>	<u>4,343,786</u>
Current Assets					
Stock		17,972	38,236	-	-
Debtors	12	132,816	135,386	141,283	143,062
Cash at bank & in hand		20,919	63,663	1,285	47,089
		<u>171,707</u>	<u>237,285</u>	<u>142,568</u>	<u>190,151</u>
Creditors : Amounts falling due within one year	13	<u>(925,829)</u>	<u>(641,795)</u>	<u>(924,829)</u>	<u>(639,661)</u>
Net Current (Liabilities)/Assets		<u>(754,122)</u>	<u>(404,510)</u>	<u>(782,261)</u>	<u>(449,510)</u>
Total Assets less Current Liabilities		<u>3,516,566</u>	<u>3,894,276</u>	<u>3,516,566</u>	<u>3,894,276</u>
Creditors : Amounts falling due after more than one year	14	<u>(1,497,882)</u>	<u>(1,780,791)</u>	<u>(1,497,882)</u>	<u>(1,780,791)</u>
Net assets		<u><u>2,018,684</u></u>	<u><u>2,113,485</u></u>	<u><u>2,018,684</u></u>	<u><u>2,113,485</u></u>
Funds					
Unrestricted funds		1,985,846	2,073,147	1,985,846	2,073,147
Restricted funds	17	32,838	40,338	32,838	40,338
		<u><u>2,018,684</u></u>	<u><u>2,113,485</u></u>	<u><u>2,018,684</u></u>	<u><u>2,113,485</u></u>

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The accounts were approved by the Board of Trustees on 13 March 2017 and signed on its behalf by

.....
Mr R R Tindle
Director

.....
Mr T Cook
Director

The notes on pages 13 to 25 form part of these financial statements

Teesside High School Limited
and its subsidiary Company
(A Company Limited by Guarantee)

Cash Flow Statement
for the Year Ended 31 July 2016

	Notes	2016 £	2015 £
Cash inflow from operating activities	20	112,425	(92,049)
Interest paid		(55,275)	(50,937)
Net cash flow from operating activities		57,150	(142,986)
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(41,523)	(44,128)
Receipts from sales of tangible fixed assets		-	4,300
Investment income		491	420
Sale of fixed assets investments		-	18,126
Unrealised gains on investments		(2,728)	(3,942)
Net cash flow from investing activities		(43,760)	(25,224)
Cash flow from financing activities			
Capital repayment of long term loans		(209,674)	(176,200)
Repayment of hire purchase		(4,517)	(4,517)
Net cash flow from financing activities		(214,191)	(180,717)
Net (decrease)/increase in cash and cash equivalents		(200,801)	(348,927)
Cash and cash equivalents at 1 August 2015		63,663	412,590
Cash and cash equivalents at 31 July 2016		(137,138)	63,663

Teesside High School Limited
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(A Company Limited by Guarantee)

Notes to the Accounts for the Year Ended 31 July 2016

1 ACCOUNTING POLICIES

(a) General information and basis of preparation

Teesside High School Limited is constituted as a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared on a going concern basis under the historical cost convention as amended by deemed cost. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The charity adopted SORP (FRS 102) in the current year and an explanation of how transition to SORP (FRS 102) has affected the reported financial position and performance is given in note 25.

(b) Funds

General Funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted Funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Fees received in advance of education to be provided in future years are held as liabilities until taken to income in the term when used.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Grants of a revenue nature are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

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Notes to the Accounts for the Year Ended 31 July 2016

1 (d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. All expenditure is categorised as "Expenditure on charitable activities".

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity.

The analysis of these costs is included in note 7.

(f) Tangible fixed assets

Tangible fixed assets costing less than £500 are not capitalised.

Freehold land has not been depreciated. Freehold buildings are maintained to a very high standard and are therefore considered to have an indefinite useful economic life. As such they are not depreciated, but annual impairment reviews have so far confirmed that their service potential remains undiminished. Depreciation of other assets is provided at rates calculated to write off the cost less estimated residual value evenly over the estimated useful economic lives of each class of asset, subject to annual review.

Temporary buildings	8-20 years
Furniture and equipment	3-10 years
Motor vehicles	5 years

(g) Investments

Investments are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

(h) Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

(i) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

(j) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

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1 (k) Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment.

(l) Leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

(m) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

Retirement benefits to teachers of the school are provided by the Teachers' Pension Scheme (TPS). This is a defined benefit scheme which is externally funded and contracted out of the State Earnings - Related Pension Scheme. Contributions to the scheme are calculated so as to spread the cost of pensions over employees' working lives with the school in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of quinquennial valuations using a prospective benefit method. The TPS is a multi-employer scheme and the school 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.

(n) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(o) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

(p) Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period of the revision, if the revision affects only that period, or in the period of revision and future periods if the revision affects both current and future periods.

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Notes to the Accounts for the Year Ended 31 July 2016

2 INCOME FROM DONATIONS AND LEGACIES

	2016	2015
	£	£
Donations (note 18)	47,583	-
Apprenticeship Grants	-	1,500
	<u>47,583</u>	<u>1,500</u>

3 INCOME FROM CHARITABLE ACTIVITIES

	2016	2015
	£	£
Tuition fees	3,544,026	3,559,883
Catering	202,675	202,989
Examinations	27,278	31,056
Transport	78,918	70,267
Holiday/After School Care	15,407	14,471
Uniform sales	35,419	40,612
	<u>3,903,723</u>	<u>3,919,278</u>

4 INCOME FROM OTHER TRADING ACTIVITIES

	2016	2015
	£	£
Facility lettings	23,105	20,465
	<u>23,105</u>	<u>20,465</u>

5 INCOME FROM INVESTMENTS

	2016	2015
	£	£
Bank interest	491	420
	<u>491</u>	<u>420</u>

Teesside High School Limited
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Notes to the Accounts for the Year Ended 31 July 2016

6 CHARITABLE ACTIVITIES

	<u>Staff Costs</u>	<u>Premises</u>	<u>Other Costs</u>	<u>Total</u>	<u>Total</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>2016</u>	<u>2015</u>
				<u>£</u>	<u>£</u>
Charity's educational operations					
• Direct costs	2,183,055	-	296,648	2,479,703	2,508,304
• Allocated support costs (note 7)	449,792	206,122	936,814	1,592,728	1,589,827
	<u>2,632,847</u>	<u>206,122</u>	<u>1,233,462</u>	<u>4,072,431</u>	<u>4,098,131</u>
				<u>2016</u>	<u>2015</u>
				<u>£</u>	<u>£</u>
Net expenditure for the period includes:					
Operating leases - plant and machinery				17,918	14,904
Depreciation				72,349	75,606
Fees payable to auditor - audit				10,500	8,550
- other services				420	4,381
				<u>420</u>	<u>4,381</u>

7 ALLOCATED SUPPORT COSTS

	<u>2016</u>	<u>2015</u>
	<u>£</u>	<u>£</u>
Support staff costs	419,338	455,446
Depreciation	72,349	75,605
Welfare costs	88,857	86,048
Premises costs	229,571	212,165
Administration costs	143,147	167,933
Uniform shop costs	43,440	31,565
Grants payable to pupils	421,209	443,214
Finance costs	65,685	66,274
Governance costs (note 8)	109,132	51,577
Total Support Costs	<u>1,592,728</u>	<u>1,589,827</u>

8 GOVERNANCE COSTS

	<u>2016</u>	<u>2015</u>
	<u>£</u>	<u>£</u>
Legal & professional fees	65,913	19,010
Audit & accountancy	10,920	13,891
School inspection	1,645	-
Other Governance costs	200	525
Staff costs	30,454	18,151
	<u>109,132</u>	<u>51,577</u>

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Notes to the Accounts for the Year Ended 31 July 2016

9 STAFF COSTS

	2016	2015
	£	£
Wages & salaries	2,154,117	2,278,593
Social security costs	164,721	166,166
Pension contributions	264,767	250,307
Redundancy costs	49,242	-
	<hr/>	<hr/>
Total staff costs	2,632,847	2,695,066
	<hr/>	<hr/>

The redundancy costs shown above relate to a number of staff changes following a review of staffing efficiencies.

No Trustee remuneration or expenses were paid during the year.

	2016	2015
	Number	Number
The average number of employees in the year was:		
Teaching : Full time	35	38
Part time	16	18
Teaching support staff	16	11
Administration	9	11
Other	19	23
	<hr/>	<hr/>
	95	101
	<hr/>	<hr/>

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

	2016	2015
	Number	Number
£60,001 - £80,000	1	-
	<hr/>	<hr/>

The key management personnel of the charity comprise the trustees and the senior leadership team as listed on page 1. The total employee's benefits including employer pension contributions received by key management personnel for their services to the charity during the year was £287,919 (2015 : £265,713)

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Notes to the Accounts for the Year Ended 31 July 2016

10 TANGIBLE FIXED ASSETS

Group and Company

	Freehold Land & Buildings £	Furniture & Equipment £	Motor Vehicles £	Total £
Cost				
At 1 August 2015	4,066,918	1,089,852	75,259	5,232,029
Additions	2,160	39,363	-	41,523
Disposals	-	-	-	-
At 31 July 2016	4,069,078	1,129,215	75,259	5,273,552
Depreciation				
At 1 August 2015	56,888	908,125	51,144	1,016,157
Provided during year	17,035	47,250	8,064	72,349
Eliminated on disposals	-	-	-	-
At 31 July 2016	73,923	955,375	59,208	1,088,506
Net Book Value				
At 31 July 2016	3,995,155	173,840	16,051	4,185,046
At 31 July 2015	4,010,030	181,727	24,115	4,215,872

Fixed assets, included in the above, which are held under hire purchase contracts are as follows:

	Motor Vehicles £
Cost	
At 1 August 2015	22,516
Additions	-
At 31 July 2016	22,516
Depreciation	
At 1 August 2015	8,625
Provided during year	4,500
At 31 July 2016	13,125
Net Book Value	
At 31 July 2016	9,391
At 31 July 2015	13,891

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Notes to the Accounts for the Year Ended 31 July 2016

11 INVESTMENTS

Group

	2016	2015
	£	£
Common investment fund for charities at market value	<u>85,642</u>	<u>82,914</u>

The increase in value of £2,728 (2015: £3,942) relates to an increase in market value.

Investments held by the Charity also include an additional £28,139 (2015 - £45,000) investment in the subsidiary company Teesside High School Enterprises Limited (see note 22).

12 DEBTORS

	2016	2015	2016	2015
	Group		Charity	
	£	£	£	£
Trade debtors	102,771	115,345	102,771	114,117
Prepayments	30,045	14,540	30,045	14,540
Amount due from subsidiary	-	-	8,467	8,904
Other Debtors	-	5,501	-	5,501
	<u>132,816</u>	<u>135,386</u>	<u>141,283</u>	<u>143,062</u>

13 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

		2016	2015	2016	2015
		Group		Charity	
	Note	£	£	£	£
Trade creditors		89,596	57,664	89,596	57,644
Bank overdraft		158,057	-	158,057	-
Social Security & other taxes		46,875	48,477	46,875	48,477
Accruals & deferred income		362,742	323,150	361,742	321,036
Bank loan	15	264,042	207,987	264,042	207,987
Hire Purchase		4,517	4,517	4,517	4,517
		<u>925,829</u>	<u>641,795</u>	<u>924,829</u>	<u>639,661</u>

Hire purchase is secured on the asset to which it relates.

14 CREDITORS: DUE AFTER MORE THAN ONE YEAR

		2016	2015	2016	2015
		Group		Charity	
	Note	£	£	£	£
Accruals and deferred income		21,357	34,020	21,357	34,020
Bank loan	15	1,475,752	1,741,480	1,475,752	1,741,480
Hire Purchase		773	5,291	773	5,291
		<u>1,497,882</u>	<u>1,780,791</u>	<u>1,497,882</u>	<u>1,780,791</u>

Hire purchase is secured on the asset to which it relates.

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Notes to the Accounts for the Year Ended 31 July 2016

15 BANK LOAN

	2016 £	2015 £
Amounts repayable by instalments:		
In one year or less	264,042	207,987
In over two to five years	898,428	916,891
In over five years	577,324	824,589
	<u>1,739,794</u>	<u>1,949,467</u>

The bank loan is in four tranches. The first tranche is for £1 million and is repayable in quarterly instalments which commenced on 31 January 2011. Interest was fixed at 6.2% until 31 October 2013 after which it has been charged at a variable rate of 1.45% over base. The second tranche is for £100,000 and is repayable in quarterly instalments which commenced on 29 April 2011, interest is payable at 1.45% over base. Both tranches are due to be repaid in full by 29 January 2024. The third tranche is for £300,000 and is repayable in quarterly instalments which commenced on 30 November 2012, interest is payable at a variable rate of 2.75% over base. This tranche is due to be repaid by 30 November 2022. The final tranche is for £975,000 and is repayable in quarterly instalments commencing on 23 November 2014, interest is payable at 2.75% over base.

The bank loan is secured by a legal mortgage and fixed charge over all the assets of the Charity.

16 LEASES

Operating leases - lessee

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2016 £	2015 £
Not later than one year	19,235	19,118
Later than one and not later than five years	58,608	14,142
Later than five years	667	332
	<u>78,510</u>	<u>33,592</u>

17 RESTRICTED FUNDS

	Hurworth House School £	Total £
Balance as at 1 August 2015	40,338	40,338
Spent in year	(7,500)	(7,500)
Balance as at 31 July 2016	<u>32,838</u>	<u>32,838</u>

The money from Hurworth House School is to be used for granting bursaries to students from the Darlington area.

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Notes to the Accounts for the Year Ended 31 July 2016

18 DESIGNATED FUNDS

	£
Balance as at 1 August 2015	-
Donations recognised in the year	47,583
	<hr/>
Balance as at 31 July 2016	47,583
	<hr/> <hr/>

The designated fund consists of donations made to the Teesside High School Foundation, which supports the school to achieve its vision by contributing to the development and improvement of school facilities.

19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total £
Fixed assets	4,270,688	-	4,270,688
Current assets	138,869	32,838	171,707
Liabilities	(2,423,711)	-	(2,423,711)
	<hr/>	<hr/>	<hr/>
	1,985,846	32,838	2,018,684
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

20 RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2016 £	2015 £
Net (expenditure)/income for year	(94,801)	(146,209)
Investment income	(491)	(420)
Interest payable	55,275	50,937
Depreciation and loss on disposal of fixed assets	72,349	75,606
Profit on disposal of fixed assets	-	(4,300)
Profit on sale of fixed asset investment	-	(6,313)
Decrease/(increase) in stock	20,264	8,892
Decrease/(increase) in debtors	2,570	(82,839)
Increase/(decrease) in creditors	57,259	12,597
	<hr/>	<hr/>
Net cash flow from operating activities	112,425	(92,049)
	<hr/> <hr/>	<hr/> <hr/>

21 RESULTS OF PARENT COMPANY

As permitted by section 408 of the Companies Act 2006, the results of the parent company are not presented as part of these financial statements. As required by Section 397 of the Charity SORP, the results for the parent company are as follows:-

	2016 £	2015 £
Total income and endowments	3,939,483	3,901,051
Net movement in funds	(94,801)	(146,209)
	<hr/> <hr/>	<hr/> <hr/>

The subsidiary gift aided £nil (2015: £84) to the parent company.

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22 SUBSIDIARY COMPANY

The charity owns the whole of the issued ordinary share capital of Teesside High School Enterprises Ltd, a company registered in England. The subsidiary is used for non-primary purpose trading activities. All activities have been consolidated on a line by line basis in the SOFA. Corporate income is treated as charitable activities. A summary of the results of the subsidiary is shown below:-

	Total 2016 £	Total 2015 £
Turnover	35,419	40,612
Cost of sales	(42,792)	(30,953)
Gross Profit	(7,373)	9,659
Administrative expenses	(9,488)	(9,569)
Taxation on profit on ordinary activities	-	-
Net Profit/(Loss)	(16,861)	-
The aggregate of assets, liabilities and funds was:		
	£	£
Assets	37,606	56,038
Liabilities	(9,467)	(11,038)
Funds (representing 45,000 ordinary shares £1 each)	28,139	45,000

23 PENSION SCHEMES

a) Defined contribution pension plans

The charity operates a defined contribution pension plan for its employees. The amount recognised as an expense in the year was £10,184 (2015: £11,894).

The defined contribution liability is allocated to unrestricted funds.

b) Defined benefit pension plans

The school's employees belong to the Teachers Pension Scheme England and Wales (TPS). The scheme is a defined benefit scheme. The total pension cost was £254,583 (2015: £238,413). Contributions of £Nil (2015: £Nil) were outstanding at the balance sheet date.

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme. The regulations under which the TPS operates are the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pensions Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments in England and Wales maintained by local authorities, to teachers in many independent and voluntary-aided schools, and to teachers and lecturers in establishments of further and higher education. 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 change of contract. Teachers and lecturers are able to opt out of TPS.

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Notes to the Accounts for the Year Ended 31 July 2016

23 PENSION SCHEMES (continued)

The Teachers' Pension Budgeting and Valuation Account

Although teachers and lecturers are employed by various bodies, their retirement and other pension benefits, including annual increases payable under the Pensions (Increase) Acts are, as provided for in the Superannuation Act 1972, paid out of monies provided by Parliament. Under the unfunded TPS, teachers' contributions on a 'pay-as-you-go' basis, and employers' contributions, are credited to the Exchequer under arrangements governed by the above Act.

The Teachers' Pensions Regulations 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 (in excess of price increases and currently set at 3.0%), which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

The latest actuarial review of the TPS was carried out as at 31 March 2012 and in accordance with *The Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014*.

The valuation report was published by the Department on 9 June 2014. The key results of the valuation are:

- employer contribution rates were set at 16.4% of pensionable pay; in line with current regulations, not including the additional 0.08% employers pay for the cost of Scheme administration;
- total scheme liabilities for service to the effective date of £191.5 billion, and notional assets of £176.6 billion, giving a notional past service deficit of £15.0 billion;
- an employer cost cap of 10.9% of pensionable pay.

The new employer contribution rate for the TPS was implemented in September 2015.

A full copy of the valuation report and supporting documentation can be found on the Teachers' Pension Scheme website at the following location:

<https://www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuationreport.aspx>

Scheme Changes

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

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

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

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Notes to the Accounts for the Year Ended 31 July 2016

23 PENSION SCHEMES (continued)

Scheme Changes (continued)

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

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

24 CONTROL RELATIONSHIPS

The Company is under the control of the directors as noted on page 1.

25 FIRST-TIME ADOPTION OF SORP (FRS 102)

Explanation to transition to FRS 102

It is the first year that the charity has presented its financial statements under SORP (FRS 102). The following disclosures are required in the year of transition. The last financial statements prepared under previous UK GAAP were for the year ended 31 July 2015 and the date of transition to SORP (FRS 102) was therefore 1 August 2014. As a consequence of adopting SORP (FRS102), a number of accounting policies have changed to comply with those standards.

No adjustments or re-statements have been required in order for the accounts to comply with SORP (FRS 102).