

# Rookery School

Registered number 07685796

## Governors' report and financial statements

For the year ended 31 August 2013



# **ROOKERY SCHOOL**

## **(A Company Limited by Guarantee)**

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# **ROOKERY SCHOOL**

## **(A Company Limited by Guarantee)**

### **REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS**

#### **FOR THE YEAR ENDED 31 AUGUST 2013**

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#### **Governors**

Ms T Stone\*, Principal  
Ms N Callendar, Staff Governor (resigned 9 July 2013)  
Ms KM Stanley, Staff Governor  
Ms S Rai, Staff Governor (appointed 17 October 2012)  
Mr G Rees  
Mr D Nelson\*  
Ms E Turner\*  
Ms C Marshall  
Mr H Dhinju\*  
Ms A Panesar, Staff Governor (appointed 17 October 2012, resigned 9 July 2013)  
Mr Rasul  
Mr T Beasley  
Ms D Corbett (appointed 17 October 2012)  
S Khanam (appointed 17 October 2012)  
Ms D McMorrow  
Ms P Hamilton\*  
Ms D Dehaney (resigned 17 October 2012)  
Ms D Nandra\*, Staff Governor (resigned 17 October 2012)  
Mrs P Millar, Staff Governor (appointed 2 October 2013)  
Mr E Rahman (appointed 2 October 2013)

\* Denotes Members of the Finance Committee

#### **Company registered number**

07685796

#### **Principal and registered office**

Rookery School  
Rookery Road  
Birmingham  
West Midlands  
B21 9PY

#### **Company secretary**

Ms Susan Heath-Gardiner

#### **Chair**

Mr G Rees

#### **Senior management team**

Ms T Stone, Head Teacher  
Ms D Monteiro, Deputy Headteacher  
Ms E Balan, Deputy Headteacher  
Ms S Samuel, Assistant Headteacher  
Ms E Pinnock, Assistant Headteacher

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS**  
***FOR THE YEAR ENDED 31 AUGUST 2013***

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**Advisers (continued)**

Ms S Hannan, Assistant Headteacher

**Independent auditors**

Mazars LLP  
Chartered Accountants  
Statutory Auditor  
45 Church Street  
Birmingham  
B3 2RT

**Bankers**

Lloyds TSB  
Great Hampton St  
Birmingham  
West Midlands

# **ROOKERY SCHOOL**

## **(A Company Limited by Guarantee)**

### **TRUSTEES' REPORT**

#### **FOR THE YEAR ENDED 31 AUGUST 2013**

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The Governors (who are also directors of the charity for the purposes of the Companies Act and trustees for the purposes of Charity Law) present their annual report together with the audited financial statements of Rookery School (the academy) for the year ended 31 August 2013. The Governors confirm that the Annual Report and financial statements of the academy comply with the current statutory requirements, the requirements of the academy's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

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

##### **a. Constitution**

The academy is a charitable company limited by guarantee and was set up by a Memorandum of Association.

##### **b. Members' liability**

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

##### **c. Method of recruitment and appointment or election of Trustees**

The management of the academy is the responsibility of the Governors who are elected and co-opted under the terms of the Articles of Association.

##### **d. Policies and procedures adopted for the induction and training of Trustees**

New governors are invited to meet with the Clerk and the Chair of Governors prior to their first meeting. They are sent a 'new governor' information pack that outlines the expectation and commitment required to carry out the role effectively. To support all governors, training is organised for the whole group on an annual basis following an audit of skills and changing requirements of the EFA, DfE and OFSTED. To facilitate this and to provide individual support the academy has subscribed to the following organisations, SSAT, NGA, Ten Governor and the Birmingham Governors Support Network. These subscriptions are reviewed on an annual basis.

##### **e. Organisational structure**

Rookery School has a unified leadership structure, which comprises of two elements – the Governors and the Leadership Team. The aim of the Leadership structure is to develop leadership capacity, devolve responsibility and encourage involvement in decision making at all levels.

The governors are responsible for the strategic development of the Academy, capital expenditure and senior staff appointments. They are also responsible for approving the annual budget in line with school development priorities. They ensure value for money through monitoring the impact of budget decisions in relation to pupil outcomes via meetings and visits to school.

The leadership team at Rookery, (see structure below), are committed to the process of 'Learning Centred Leadership' which has at its heart, three key strategies that interrelate and overlap, modelling, monitoring and dialogue. The team comprises of teaching and non-teaching staff. A 'Change Team' and an 'Improving Standards' team has emerged from within the leadership/teaching teams signifying a real shift in responsibility and accountability for pupil progress and outcomes throughout 12/13.

# ROOKERY SCHOOL (A Company Limited by Guarantee)

## TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2013

### Leadership structure 2013

Head Teacher Accounting officer

Deputy Head Teacher Inclusion (incl SENCO) Deputy Head Teacher Teaching & Learning

Assistant Head Teacher  
Foundation/KS1

Assistant Head Teacher  
ASD base

Assistant Head Teacher  
KS2

School Business Manager

Pastoral Manager

Site Manager

Network Manager

Curriculum Manager

Primary Phase Manager

Primary Phase Manager

Maths Director

Sports & Arts Director

English Director

Training & Development Co-ordinator

Science/DT Leader

Humanities Leader

ICT Leader

### f. Connected organisations, including related party relationships

Rookery School is a member of the Handsworth Association of Schools and is a strategic partner in the Colmore Teaching Schools Alliance where we take the lead on research. We access other support for developing leadership and teaching through NCSL and other training providers that we consider appropriate. ITT partners include Schools Direct, Wolverhampton University and Birmingham City University.

### g. Risk management

The 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. A risk register has been developed and approved by the governors as a working document that will be reviewed and updated on a termly basis.

### h. Trustees' indemnities

The Governors have liability Insurance with Marsh McLennan effective date 01 August 2012. There is a limit of Indemnity of £2,000,000 costing £575.

## OBJECTIVES AND ACTIVITIES

### a. Objectives, strategies and activities

The principal objects of the Academy are to advance for the public benefit education in Birmingham, in particular (but without prejudice to the generality of the foregoing) by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum and providing childcare facilities and adult training to develop the capacity and skills of parents-to-be and parents with children primarily but not exclusively under five in such a way that they are better able to identify and help meet the needs of the children.

In accordance with the articles of association the charitable company has adopted a 'Scheme of Government' approved by the Secretary of State for Education and Skills. The Scheme of Government specifies, amongst other things, the basis for admitting students to the Academy, the catchment area from which the students are

# **ROOKERY SCHOOL**

## **(A Company Limited by Guarantee)**

### **TRUSTEES' REPORT (continued)**

#### **FOR THE YEAR ENDED 31 AUGUST 2013**

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drawn, and that the curriculum should comply with the substance of the national curriculum. The main aims of the academy during the period ended 31 August 2013 are summarised below.

At Rookery we value our learning community where everyone is empowered to grow and develop in order to be the best that they can be.

The children at Rookery are at the heart of this community. We recognise that each and every one of them is unique with their own ideas, talents, needs and aspirations.

Consequently we expect the children to

- Take responsibility for shaping their own learning pathway
- Value every learning opportunity
- Take risks and develop resilience

in order to be successful and empowered learners who are

- Literate, numerate and confident users of ICT
- Equipped to live in an increasingly diverse, complex and rapidly changing world
- Confident communicators
- Brimming with confidence and self assurance

We know that we can best fulfil our mission by

- Working together in harmony with parents who share with us the responsibility of educating our children for a world beyond our school
- Listening to, and valuing the contribution of the whole school community

#### **b. Public benefit**

In setting our objectives and planning our activities the Governors have given careful consideration to the Charity Commission's general guidelines on public benefit.

## **ACHIEVEMENTS AND PERFORMANCE**

### **a. Going concern**

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

## **FINANCIAL REVIEW**

### **a. Financial and risk management objectives and policies**

The academy's exposure to risk is largely bank balances, cash and trade creditors, with limited trade debtors.

# **ROOKERY SCHOOL**

## **(A Company Limited by Guarantee)**

### **TRUSTEES' REPORT (continued)**

#### **FOR THE YEAR ENDED 31 AUGUST 2013**

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The academy has inherited the local government defined benefit pension scheme deficit for associate staff which it is reducing as advised by Mercer, the pension actuarial experts

#### **b. Reserves policy**

The Governors' policy is to review the reserve levels of the academy annually. The policy of the academy is to carry forward a prudent level of resources designed to meet the long term cyclical needs of renewal and any other unforeseen contingencies plus a contribution towards future capital projects, subject to the constraint that the level of resources does not exceed the level permitted by the EFA

#### **c. Review of the year**

Rookery School is a very popular school that is significantly oversubscribed each year, with waiting lists for every year group

The school was last inspected in July 2013, overall effectiveness was judged to be good because in the main school

Pupils make good progress and achieve well. Children enter school with skills and understanding well below those expected for their age. By the time they leave, standards in reading, writing and mathematics are broadly in line with the national average

Teaching is good overall with some outstanding. Most teachers have strong subject knowledge, high expectations of pupils and use other adults well to support learning

Children in the Early Years Foundation Stage make a positive start to school life. The very effective help and exciting and interesting things they do rapidly improve their language and communication skills

Pupils' spiritual, moral, social and cultural development is outstanding. Everyone involved in the school takes pride in its work and all trust and respect each other unequivocally

The partnership between the headteacher, leadership team, staff, governors and pupils has created an environment where pupils feel safe and know how to stay safe

Governors play a major part in checking the school's work. They use their skills well and are an integral part of the school's leadership

Pupils' behaviour and attitudes are outstanding. They are highly enthusiastic about learning and care deeply about their work and each other

'And in the ASD Resource Base pupils are taught effectively and staff have developed excellent relationships, which result in pupils making excellent progress in their personal and social skills, hence their ability to attend the mainstream school setting. This clearly demonstrates the determination of all leaders and managers to make sure there is no discrimination within the school and the closing gaps between groups of pupils demonstrates their commitment to equality of opportunity.' OFSTED 2013

Pupil achievement 2012/13 was good and has built significantly from previous years. The teachers now have increased ownership of standards and progress in their class and are rigorously held to account within a supportive culture. This has been a very successful year for Rookery

#### **Headlines**

- DfE Floor Standard 60% of pupils achieving Level 4+ in Maths/Reading/Writing
- Rookery well above at 78%, also above national 75%



**ROOKERY SCHOOL  
(A Company Limited by Guarantee)**

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2013**

- Average points score across all subjects in line with National
- Average point score in writing in line with National
- Average point score in maths 29.1 (above national 28.7)
- Average in year progress at 4.2 is outstanding if sustained

**Funds held as custodian**

There are no funds that are held by the Academy Trust but are not owned by them

**PROVISION OF INFORMATION TO AUDITORS**

Each of the persons who are Governors at the time when this Governors' Report is approved has confirmed that

- so far as that Governor is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Governor has taken all the steps that ought to have been taken as a Governor in order to be aware of any information needed by the charitable company's auditors in connection with preparing their report and to establish that the charitable company's auditors are aware of that information

**AUDITORS**

The auditors, Mazars LLP, have indicated their willingness to continue in office. The Designated Trustees will propose a motion re-appointing the auditors at a meeting of the Trustees

This report was approved by order of the board of trustees on 11 December 2013 and signed on its behalf by

  
.....  
**Mr G Rees**  
Chair of Trustees

  
.....  
**Ms E Turner**  
Trustee

# **ROOKERY SCHOOL**

## **(A Company Limited by Guarantee)**

### **GOVERNANCE STATEMENT**

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#### **Scope of Responsibility**

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

The board of trustees has delegated the 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 in accordance with the requirements and responsibilities assigned to it in the funding agreement between Rookery School and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

#### **Governance**

The information on governance included here supplements that described in the Trustees' Report and in the Trustees' Responsibilities Statement. The board of trustees has formally met 7 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustee	Meetings attended	Out of a possible
Ms T Stone, Principal	7	7
Ms N Callendar, Staff Governor	4	5
Ms KM Stanley, Staff Governor	6	6
Ms S Rai, Staff Governor	6	6
Mr G Rees	5	6
Mr D Nelson*	6	7
Ms E Turner	7	7
Ms C Marshall	6	7
Mr H Dhinju	6	7
Ms A Panesar, Staff Governor	4	5
Mr Rasul	3	6
Mr T Beasley	5	7
Ms D Corbett	5	6
S Khanam	4	6
Ms D McMorrow	3	6
Ms P Hamilton	3	6
Ms D Dehaney	0	0
Ms D Nandra*, Staff Governor	0	0
Mrs P Millar, Staff Governor	0	0
Mr E Rahman	0	0

The Finance Committee was a sub committee of the main governing body. Its purpose was to discuss financial matters including preparation of draft budget, approving journals and transfers, making contractual arrangements, approving write-offs, maintaining a charges and remissions policy, monitoring of expenditure, considering audit reports. Approval of the budget, Best Value Statement and virements over £10,000 will remain the responsibility of the Full Governors.

From September 2013 the function and purpose of the finance committee became the remit of the "Performance, Review & Development committee."

# **ROOKERY SCHOOL**

## **(A Company Limited by Guarantee)**

### **GOVERNANCE STATEMENT (continued)**

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Attendance at meetings in the year was as follows

Trustee	Meetings attended	Out of a possible
Ms E Turner	6	7
Ms P Hamilton	5	7
Mr D Nelson	7	7
Ms T Stone	7	7
Mr H Dhingra	6	7

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives, it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Rookery School for the year 1 September 2012 to 31 August 2013 and up to the date of approval of the annual report and financial statements.

#### **Capacity to Handle Risk**

The board of trustees has reviewed the key risks to which the academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy's significant risks, that has been in place for the year 1 September 2012 to 31 August 2013 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

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

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees,
- regular reviews by the Finance Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes,
- setting targets to measure financial and other performance,
- clearly defined purchasing (asset purchase or capital investment) guidelines
- delegation of authority and segregation of duties,
- identification and management of risks

The board of trustees has considered the need for a specific internal audit function and has decided to appoint an internal auditor.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the academy's financial systems. On a quarterly basis, the internal auditor reports to the board of trustees on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities.

#### **Review of Effectiveness**

As Accounting Officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal auditor,
- the work of the external auditors,

# **ROOKERY SCHOOL**

## **(A Company Limited by Guarantee)**

### **GOVERNANCE STATEMENT (continued)**

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- the financial management and governance self-assessment process,
- the work of the executive managers within the academy who have responsibility for the development and maintenance of the internal control framework

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place

Approved by order of the members of the board of trustees on

and signed on their behalf, by



.....  
**Mr G Rees**  
Chair of Trustees



.....  
**Ms E Turner**  
Trustee

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

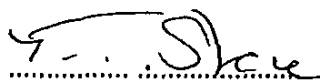
**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of Rookery School I have considered my responsibility to notify the academy board of trustees 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 and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook (2012)

I confirm that I and the academy board of trustees are able to identify any material, irregular or improper use of funds by the academy, or material non-compliance with the terms and conditions of funding under the academy's funding agreement and the Academies Financial Handbook (2012)

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date

  
.....  
**Ms T Stone**  
Accounting Officer

## **ROOKERY SCHOOL (A Company Limited by Guarantee)**

### **TRUSTEES' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 AUGUST 2013**

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

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

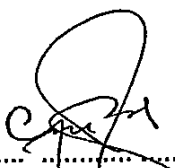
- select suitable accounting policies and then apply them consistently,
- observe the methods and principles of the Charities SORP,
- make judgments and accounting estimates that are reasonable and prudent,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business


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

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

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

Approved by order of the members of the board of trustees on 11 December 2013 and signed on its behalf by

  
.....  
**Mr G Rees, Chairman**  
Chair of Trustees

  
.....  
**Ms E Turner\*, Trustee**  
Trustee

# **ROOKERY SCHOOL**

## **(A Company Limited by Guarantee)**

### **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ROOKERY SCHOOL**

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We have audited the financial statements of Rookery School for the year ended 31 August 2013 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Academies Accounts Direction 2013 issued by the Education Funding Agency.

#### **Respective responsibilities of Trustees and auditors**

As explained more fully in the Governors' Responsibilities Statement, the Governors (who are also the directors of the academy for the purposes of company law and trustees for the purposes of charity 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**

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at [www.frc.org.uk/auditscopeukprivate](http://www.frc.org.uk/auditscopeukprivate).

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

In our opinion the financial statements

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

#### **Opinion on other matters prescribed by the Companies Act 2006**

In our opinion the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

**ROOKERY SCHOOL  
(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ROOKERY SCHOOL**

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

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

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

Ian Holder (Senior Statutory Auditor)

for and on behalf of

**Mazars LLP**

Chartered Accountants  
Statutory Auditor

45 Church Street  
Birmingham  
B3 2RT  
Date



## **ROOKERY SCHOOL (A Company Limited by Guarantee)**

### **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ROOKERY SCHOOL AND THE EDUCATION FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 10th January 2013 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2013, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Rookery School during the year 1 September 2012 to 31 August 2013 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 Rookery School and the EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Rookery School and the EFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Rookery School and the EFA, for our work, for this report, or for the conclusion we have formed.

#### **Respective responsibilities of the accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Rookery School's funding agreement with the Secretary of State for Education dated 28 June 2011, and the Academies Financial Handbook extant from 2006, 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. 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 year 1 September 2012 to 31 August 2013 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

#### **Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2013 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's income and expenditure.

A summary of the work we have undertaken is as follows:

- Planned our assurance procedures including identifying key risks,
- Carried out sample testing on controls,
- Carried out substantive testing including analytical review, and
- Concluded on procedures carried out.

**ROOKERY SCHOOL  
(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY  
TO ROOKERY SCHOOL AND THE EDUCATION FUNDING AGENCY (continued)**

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**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 year 1 September 2012 to 31 August 2013 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them

**Mazars LLP**

Chartered Accountants  
Statutory Auditor

45 Church Street  
Birmingham  
B3 2RT

Date

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**STATEMENT OF FINANCIAL ACTIVITIES**  
*(Incorporating Income and Expenditure Account and Statement of Recognised Gains and Losses)*  
**FOR THE YEAR ENDED 31 AUGUST 2013**

	Note	Unrestricted funds 2013 £	Restricted funds 2013 £	Restricted fixed asset funds 2013 £	Total funds 2013 £	Total funds 2012 £
<b>Incoming resources</b>						
Incoming resources from generated funds						
Voluntary income	2	-	8,871	-	8,871	1,404,575
Activities for generating funds	3	12,720	91,980	-	104,700	70,364
Investment income	4	540	-	-	540	412
Funding of academy's educational operations	5	-	2,606,233	9,153	2,615,386	2,521,042
<b>Total incoming resources</b>		<b>13,260</b>	<b>2,707,084</b>	<b>9,153</b>	<b>2,729,497</b>	<b>3,996,393</b>
<b>Resources expended</b>						
Costs of generating funds						
Costs of generating voluntary income	6	14,436	97,500	-	111,936	50,200
Charitable activities	7,8	-	2,285,549	93,803	2,379,352	2,434,208
Governance costs	9	-	51,840	-	51,840	53,611
<b>Total resources expended</b>		<b>14,436</b>	<b>2,434,889</b>	<b>93,803</b>	<b>2,543,128</b>	<b>2,538,019</b>
<b>Net incoming resources / (resources expended) before transfers</b>		<b>(1,176)</b>	<b>272,195</b>	<b>(84,650)</b>	<b>186,369</b>	<b>1,458,374</b>

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**STATEMENT OF FINANCIAL ACTIVITIES (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

		Unrestricted funds 2013 £	Restricted funds 2013 £	Restricted fixed asset funds 2013 £	Total funds 2013 £	Total funds 2012 £
Transfers between Funds	18	-	(438,839)	438,839	-	-
<b>Net income for the year</b>		(1,176)	(166,644)	354,189	186,369	1,458,374
Actuarial Gains/(losses) on defined benefit pension schemes	23	-	33,000	-	33,000	(107,000)
<b>Net movement in funds for the year</b>		(1,176)	(133,644)	354,189	219,369	1,351,374
Total funds at 1 September 2012	18	314,981	(710,285)	1,746,678	1,351,374	-
<b>Total funds at 31 August 2013</b>	<b>18</b>	<b>313,805</b>	<b>(843,929)</b>	<b>2,100,867</b>	<b>1,570,743</b>	<b>1,351,374</b>

All of the academy's activities derive from continuing operations

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

The notes on pages 21 to 40 form part of these financial statements

**ROOKERY SCHOOL**

Registered number 07685796

**(A Company Limited by Guarantee)****BALANCE SHEET****AS AT 31 AUGUST 2013**

	Note	£	2013 £	£	2012 £
<b>Fixed assets</b>					
Tangible assets	15		2,100,867		1,767,830
<b>Current assets</b>					
Debtors	16	187,773		121,940	
Cash at bank		473,490		481,071	
		<u>661,263</u>		<u>603,011</u>	
<b>Creditors: amounts falling due within one year</b>	17	<u>(313,387)</u>		<u>(142,467)</u>	
<b>Net current assets</b>			<u>347,876</u>		<u>460,544</u>
<b>Total assets less current liabilities</b>			<u>2,448,743</u>		<u>2,228,374</u>
Defined benefit pension scheme liability	23	(878,000)		(877,000)	
<b>Net assets including pension scheme liabilities</b>			<u><u>1,570,743</u></u>		<u><u>1,351,374</u></u>
<b>Funds of the academy</b>					
<b>Restricted funds</b>					
Restricted funds	18	34,071		166,715	
Restricted fixed asset funds	18	2,100,867		1,746,678	
		<u>2,134,938</u>		<u>1,913,393</u>	
Restricted funds excluding pension liability					
Pension reserve		<u>(878,000)</u>		<u>(877,000)</u>	
<b>Total restricted funds</b>			<u>1,256,938</u>		<u>1,036,393</u>
Unrestricted funds	18		<u>313,805</u>		<u>314,981</u>
<b>Total funds</b>			<u><u>1,570,743</u></u>		<u><u>1,351,374</u></u>

The financial statements were approved by the Trustees, and authorised for issue, on 11 December 2013 and are signed on their behalf, by

  
 .....  
 Mr G Rees, Trustee  
 Chair of Trustees

  
 Ms E Turner, Trustee

The notes on pages 21 to 40 form part of these financial statements

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

	Note	31 August 2013 £	31 August 2012 £
Net cash flow from operating activities	20	418,718	511,189
Returns on investments and servicing of finance	21	540	412
Capital expenditure and financial investment	21	(426,839)	-
Capital expenditure and financial investment		-	(30,535)
<b>(Decrease)/Increase in cash in the year</b>		<b>(7,581)</b>	<b>481,066</b>

**RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

	31 August 2013 £	31 August 2012 £
<b>(Decrease)/Increase in cash in the year</b>	<b>(7,581)</b>	<b>481,066</b>
<b>Movement in net funds in the year</b>	<b>(7,581)</b>	<b>481,066</b>
Net funds at 1 September 2012	481,071	5
<b>Net funds at 31 August 2013</b>	<b>473,490</b>	<b>481,071</b>

The notes on pages 21 to 40 form part of these financial statements

# **ROOKERY SCHOOL**

## **(A Company Limited by Guarantee)**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2013**

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#### **1. Accounting Policies**

##### **1.1 Basis of preparation of financial statements**

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005, the Academies Accounts Direction 2013 issued by the EFA, applicable accounting standards and the Companies Act 2006.

##### **1.2 Incoming resources**

All incoming resources are included in the Statement of Financial Activities when the academy has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

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

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

The value of donated services and gifts in kind provided to the academy are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the academy can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of Financial Activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy's policies.

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

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

# **ROOKERY SCHOOL**

## **(A Company Limited by Guarantee)**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2013**

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#### **1. Accounting Policies (continued)**

##### **1.3 Resources expended**

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

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

Charitable activities are costs incurred in the academy's educational operations.

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

All resources expended are inclusive of irrecoverable VAT.

##### **1.4 Fund accounting**

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

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

Restricted general funds comprise all other restricted funds received and include grants from the Department for Education.

Investment income, gains and losses are allocated to the appropriate fund.

##### **1.5 Going concern**

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



# **ROOKERY SCHOOL**

## **(A Company Limited by Guarantee)**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2013**

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#### **1. Accounting Policies (continued)**

##### **1.6 Tangible fixed assets and depreciation**

All assets costing more than £1,000 are capitalised

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and are carried forward in the Balance Sheet. Depreciation on such assets is charged to the restricted fixed asset fund in the Statement of Financial Activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the academy's depreciation policy.

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

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

L/Term Leasehold Property	-	2% Straight line
Motor vehicles	-	25% Straight line
Fixtures and fittings	-	25 % Straight line
Computer equipment	-	25% Straight Line

##### **1.7 Taxation**

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

# ROOKERY SCHOOL

## (A Company Limited by Guarantee)

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2013

#### 1. Accounting Policies (continued)

##### 1.8 Pensions

Retirement benefits to employees of the academy are provided by the Teachers' Pension Scheme ("TPS") and 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.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in note 23, the TPS is a multi-employer scheme and the academy 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 in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

#### 2. Voluntary income

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Charity Grant	-	8,871	8,871	9,276
Liability transferred from Local Authority on conversion	-	-	-	(727,000)
Asset transferred on conversion	-	-	-	1,800,093
Assets transferred on conversion	-	-	-	7,225
Assets transferred from Local Authority on conversion	-	-	-	314,981
Voluntary income	-	8,871	8,871	1,404,575

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**3. Activities for generating funds**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Catering Income	-	31,490	31,490	5,769
Hire of Facilities	12,720	-	12,720	13,996
Sundry Income	-	60,490	60,490	50,599
	<u>12,720</u>	<u>91,980</u>	<u>104,700</u>	<u>70,364</u>

**4. Investment income**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Investment income	540	-	540	412
	<u>540</u>	<u>-</u>	<u>540</u>	<u>412</u>

**5. Funding for Academy's educational operations**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
<b>DfE/EFA grants</b>				
General Annual Grant (GAG)	-	2,266,932	2,266,932	2,050,704
Other DfE/EFA grants	-	42,575	42,575	-
Capital Grant	-	9,153	9,153	9,383
	<u>-</u>	<u>2,318,660</u>	<u>2,318,660</u>	<u>2,060,087</u>
<b>Other government grants</b>				
Local Authority Grants	-	296,726	296,726	460,955
	<u>-</u>	<u>296,726</u>	<u>296,726</u>	<u>460,955</u>
<b>DfE/EFA capital grants</b>				
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>-</u>	<u>2,615,386</u>	<u>2,615,386</u>	<u>2,521,042</u>

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**6. Costs of generating voluntary income**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Voluntary income cost Other	11,565	51,023	62,588	43,714
Voluntary income cost Staff	2,871	46,477	49,348	6,486
	<u>14,436</u>	<u>97,500</u>	<u>111,936</u>	<u>50,200</u>

**7. Resources expended**

	Staff costs £	Premises £	Other costs £	Total 2013 £
<b>Academy's educational operations</b>				
- Direct costs	1,625,298	58,392	134,199	1,817,889
- Allocated support costs	353,014	121,602	86,847	561,463
Sub total	<u>1,978,312</u>	<u>179,994</u>	<u>221,046</u>	<u>2,379,352</u>
Governance costs including allocated support costs	-	-	51,840	51,840
	-	-	-	-
Total	<u>1,978,312</u>	<u>179,994</u>	<u>272,886</u>	<u>2,431,192</u>

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**8. Direct costs**

	Unrestricted	Restricted	31 August 2013 £	31 August 2012 £
	£	£		
<b>Teaching and educational support staff</b>				
Wages and salaries	-	1,314,302	1,314,302	1,301,896
National insurance	-	96,175	96,175	101,410
Pension costs	-	184,821	184,821	169,527
FRS17 pension costs	-	30,000	30,000	35,000
Sub total	-	1,625,298	1,625,298	1,607,833
Depreciation	-	58,392	58,392	52,342
Educational supplies	-	64,679	64,679	64,530
Educational Consultancy	-	28,307	28,307	36,871
Staff development	-	8,439	8,439	24,808
Other direct costs	-	12,190	12,190	17,310
Technology	-	20,584	20,584	21,411
Total	-	1,817,889	1,817,889	1,825,105

**Support costs**

	Unrestricted	Restricted	2013 £	2012 £
	£	£		
<b>Support staff costs</b>				
Wages and salaries	-	311,015	311,015	290,660
National insurance	-	13,655	13,655	13,055
Pension costs	-	28,344	28,344	35,750
Sub total	-	353,014	353,014	339,465
Depreciation	-	26,644	26,644	10,456
Technology	-	6,861	6,861	9,177
Maintenance of premises and equipment	-	70,079	70,079	95,150
Recruitment and support	-	4,557	4,557	5,693
Cleaning	-	4,004	4,004	36,950
Rent and Rates	-	18,319	18,319	12,404
Insurance	-	19,736	19,736	22,601
Security and transport	-	6,425	6,425	13,960
Other support costs	-	17,036	17,036	20,616
Utilities	-	26,020	26,020	43,113
Profit/Loss on disposal of Assets	-	8,768	8,768	-
Total	-	561,463	561,463	609,585

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**9. Governance costs**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Auditors' remuneration - for audit	-	9,500	9,500	5,500
Auditors' remuneration - for other services	-	7,619	7,619	5,080
Legal and professional fees	-	34,721	34,721	43,030
Subtotal	-	51,840	51,840	53,610
Other governance costs	-	-	-	1
	-	51,840	51,840	53,611

**10. Net incoming resources / (resources expended)**

This is stated after charging

	31 August 2013 £	31 August 2012 £
Depreciation of tangible fixed assets		
- owned by the charity	85,036	62,798
Auditors' remuneration	9,500	5,500
Auditors' remuneration - non-audit	7,619	5,000
Governance Internal audit costs	-	-
Operating leases	1,107	1,107

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**11. Staff costs**

Staff costs were as follows

	<b>31 August 2013 £</b>	<b>31 August 2012 £</b>
Wages and salaries	1,529,659	1,592,556
Social security costs	109,830	113,981
Other pension costs (Note 23)	213,165	205,277
	<u>1,852,654</u>	<u>1,911,814</u>
Supply teacher costs	95,657	-
FRS 17 pension costs	30,000	35,000
Other costs - Voluntary income costs staff	49,348	6,486
	<u><u>2,027,659</u></u>	<u><u>1,953,300</u></u>

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

	<b>31 August 2013 No.</b>	<b>31 August 2012 No.</b>
Teachers	34	35
Administration and support	20	23
Management	6	6
	<u>60</u>	<u>64</u>

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

	<b>31 August 2013 No.</b>	<b>31 August 2012 No.</b>
In the band £80,001 - £90,000	<u>1</u>	<u>1</u>

The above employee participated in the Teachers' Pension Scheme. During the period ended 31 August 2013, pension contributions for this member of staff amounted to £10,512

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**12. Trustees' remuneration and expenses**

The Principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Principal and staff, and not in respect of their services as Trustees. Other Trustees did not receive any payments, other than expenses, from the academy in respect of their role as Trustees. The value of Trustees' remuneration fell within the following bands:

	<b>31 August 2013 £'000</b>	<b>31 August 2012 £'000</b>
T Stone, Head Teacher	80-85	80-85
N Callender, Teacher	35-40	35-40
K Stanley, Teacher	15-20	25-30
Ms S Rai	25-30	
Ms A Panesar	5-10	

During the year, no Trustees received any reimbursement of expenses (2012 - £NIL)

**13. Trustees' and Officers' Insurance**

In accordance with normal commercial practice the academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £2,000,000 on any one claim and the cost for the year ended 31 August 2013 was £575 (2012 - £575).

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

**14. Other finance income**

	<b>31 August 2013 £</b>	<b>31 August 2012 £</b>
Expected return on pension scheme assets	43,000	41,000
Interest on pension scheme liabilities	(73,000)	(76,000)
	<u>(30,000)</u>	<u>(35,000)</u>



**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**15. Tangible fixed assets**

	<b>L/Term Leasehold Property £</b>	<b>Motor vehicles £</b>	<b>Fixtures and fittings £</b>	<b>Computer equipment £</b>
<b>Cost or valuation</b>				
At 1 September 2012	1,673,254	11,072	146,302	-
Additions	354,563	-	55,619	16,658
Disposals	-	-	-	(11,690)
Transfer between classes	-	-	(141,462)	141,462
At 31 August 2013	2,027,817	11,072	60,459	146,430
<b>Depreciation</b>				
At 1 September 2012	23,454	2,768	36,576	-
Charge for the year	30,546	2,768	15,115	36,607
On disposals	-	-	-	(2,923)
Transfer between classes	-	-	(35,365)	35,365
At 31 August 2013	54,000	5,536	16,326	69,049
<b>Net book value</b>				
At 31 August 2013	1,973,817	5,536	44,133	77,381
At 31 August 2012	1,649,800	8,304	109,726	-
				<b>Total £</b>
<b>Cost or valuation</b>				
At 1 September 2012				1,830,628
Additions				426,840
Disposals				(11,690)
Transfer between classes				-
At 31 August 2013				2,245,778
<b>Depreciation</b>				
At 1 September 2012				62,798
Charge for the year				85,036
On disposals				(2,923)
Transfer between classes				-
At 31 August 2013				144,911
<b>Net book value</b>				
At 31 August 2013				2,100,867
At 31 August 2012				1,767,830

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**16. Debtors**

	<b>2013</b>	<b>2012</b>
	<b>£</b>	<b>£</b>
Other debtors	29,292	109,859
Prepayments and accrued income	158,481	12,081
	<u>187,773</u>	<u>121,940</u>

**17. Creditors:**  
**Amounts falling due within one year**

	<b>2013</b>	<b>2012</b>
	<b>£</b>	<b>£</b>
Trade creditors	-	50
Other taxation and social security	-	34,804
Other creditors	19,925	-
Accruals and deferred income	293,462	107,613
	<u>313,387</u>	<u>142,467</u>

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**18. Statement of funds**

	<b>Brought Forward £</b>	<b>Incoming resources £</b>	<b>Resources Expended £</b>	<b>Transfers in/out £</b>	<b>Gains/ (Losses) £</b>	<b>Carried Forward £</b>
<b>Unrestricted funds</b>						
General Funds	314,981	13,260	(14,436)	-	-	313,805
<b>Restricted funds</b>						
General annual grant (GAG)	138,313	2,105,239	(1,857,026)	(438,839)	-	(52,313)
School Fund	11,442	10,857	(11,565)	-	-	10,734
Academy Trips	(837)	837	-	-	-	-
Pupil Premium	5,187	161,693	(166,880)	-	-	-
Other Restricted	12,610	89,156	(101,766)	-	-	-
Other EfA/YPLA						
Capital Grant	-	42,575	(42,575)	-	-	-
Other Government Grants	-	296,727	(221,077)	-	-	75,650
Pension reserve	(877,000)	-	(34,000)	-	33,000	(878,000)
	<u>(710,285)</u>	<u>2,707,084</u>	<u>(2,434,889)</u>	<u>(438,839)</u>	<u>33,000</u>	<u>(843,929)</u>
<b>Restricted fixed asset funds</b>						
DfE/EFA capital grants	9,383	9,153	(4,634)	-	-	13,902
Capital donations	1,737,295	-	(66,297)	-	-	1,670,998
Capital expenditure from GAG	-	-	(22,872)	438,839	-	415,967
	<u>1,746,678</u>	<u>9,153</u>	<u>(93,803)</u>	<u>438,839</u>	<u>-</u>	<u>2,100,867</u>
Total restricted funds	1,036,393	2,716,237	(2,528,692)	-	33,000	1,256,938
Total of funds	<u>1,351,374</u>	<u>2,729,497</u>	<u>(2,543,128)</u>	<u>-</u>	<u>33,000</u>	<u>1,570,743</u>

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

- 1) General Annual Grant this must be used for the normal running costs of the Academy Trust, there was an overspend this year that will be corrected next year
- 2) Other restricted these funds relate to restricted funds received which must be used for the purpose intended
- 3) Restricted fixed asset fund this fund relates to resources which must be applied for specific capital purposes imposed

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**18. Statement of funds (continued)**

Under the funding agreement with the Secretary of State, the academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2013

**19. Analysis of net assets between funds**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Restricted fixed asset funds 2013 £	Total funds 2013 £	Total funds 2012 £
Tangible fixed assets	-	-	2,100,867	2,100,867	1,767,831
Current assets	313,805	347,458	-	661,263	603,010
Creditors due within one year	-	(313,387)	-	(313,387)	(142,467)
Provisions for liabilities and charges	-	(878,000)	-	(878,000)	(877,000)
	<u>313,805</u>	<u>(843,929)</u>	<u>2,100,867</u>	<u>1,570,743</u>	<u>1,351,374</u>

**20. Net cash flow from operations**

	31 August 2013 £	31 August 2012 £
Net incoming resources before revaluations	186,369	1,458,374
Returns on investments and servicing of finance	(540)	(412)
Inherited defined benefit pension scheme liability	-	727,000
Donated assets	-	(1,800,093)
Depreciation of tangible fixed assets	85,036	62,793
Increase in debtors	(65,833)	(121,940)
Loss on disposal of Asset	8,767	-
Increase in creditors	170,919	142,467
FRS 17 adjustments	34,000	43,000
<b>Net cash inflow from operations</b>	<u>418,718</u>	<u>511,189</u>

**21. Analysis of cash flows for headings netted in cash flow statement**

	31 August 2013 £	31 August 2012 £
<b>Returns on investments and servicing of finance</b>		
Interest received	<u>540</u>	<u>412</u>

**ROOKERY SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**21. Analysis of cash flows for headings netted in cash flow statement (continued)**

	31 August 2013 £	31 August 2012 £
<b>Capital expenditure and financial investment</b>		
Purchase of tangible fixed assets	(426,839)	-

**22. Analysis of changes in net funds**

	1 September 2012 £	Cash flow £	Other non-cash changes £	31 August 2013 £
Cash at bank and in hand	481,071	(7,581)	-	473,490
<b>Net funds</b>	481,071	(7,581)	-	473,490

**23. Pension commitments**

The academy's employees belong to two principal pension schemes the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff, and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by the West Midlands Pension Fund Both are defined benefit schemes

The pension costs are assessed in accordance with the advice of independent qualified actuaries The latest actuarial valuation of the TPS related to the period ended 31 March 2004 and of the LGPS 31 August 2012

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

**Teachers' Pension Scheme**

**Introduction**

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

**The Teachers' Pension Budgeting and Valuation Account**

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and are paid by public funds provided by Parliament The TPS is an unfunded scheme and members contribute on a "pay as you go" basis – these contributions along with those made by employers are credited to the Exchequer under arrangements

# **ROOKERY SCHOOL**

## **(A Company Limited by Guarantee)**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2013**

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#### **23. Pension commitments (continued)**

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 pensions' increases) From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return

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

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

Actuarial scheme valuations are dependent on assumptions about the value of future costs, the design of benefits and many other factors Many of these assumptions are being considered as part of the work on the reformed TPS, as set out below Scheme valuations therefore remain suspended The Public Service Pensions Bill, which is being debated in the House of Commons, provides for future scheme valuations to be conducted in accordance with Treasury directions The timing for the next valuation has still to be determined, but it is likely to be before the reformed schemes are introduced in 2015

#### **Teachers' Pension Scheme Changes**

Lord Hutton 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

# ROOKERY SCHOOL

## (A Company Limited by Guarantee)

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2013

#### 23. Pension commitments (continued)

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 just outside of the 10 year protection.

In his interim report of October 2010, Lord Hutton recommended that short-term savings were also required, and that the only realistic way of achieving these was to increase member contributions. At the Spending Review 2010 the Government announced an average increase of 3.2 percentage points on the contribution rates by 2014-15. The increases were to be phased in from April 2012 on a 40:80:100% basis.

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

#### Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2013 was £107,000, of which employer's contributions totalled £81,000 and employees' contributions totalled £26,000.

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

The amounts recognised in the Balance Sheet are as follows:

	31 August 2013 £	31 August 2012 £
Present value of funded obligations	(1,742,000)	(1,558,000)
Fair value of scheme assets	864,000	681,000
Net liability	(878,000)	(877,000)

The amounts recognised in the Statement of Financial Activities are as follows:

	31 August 2013 £	31 August 2012 £
Current service cost	(85,000)	(76,000)
Interest on obligation	(73,000)	(76,000)
Expected return on scheme assets	43,000	41,000
Total	(115,000)	(111,000)
Actual return on scheme assets	76,000	22,000

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**23. Pension commitments (continued)**

Movements in the present value of the defined benefit obligation were as follows

	<b>31 August 2013 £</b>	<b>31 August 2012 £</b>
Opening defined benefit obligation	1,558,000	-
Current service cost	85,000	76,000
Interest cost	73,000	76,000
Contributions by scheme participants	26,000	26,000
Actuarial Losses	-	88,000
Liabilities assumed in a business combination	-	1,292,000
	-	-
Closing defined benefit obligation	<u>1,742,000</u>	<u>1,558,000</u>

Movements in the fair value of the academy's share of scheme assets

	<b>31 August 2013 £</b>	<b>31 August 2012 £</b>
Opening fair value of scheme assets	681,000	-
Expected return on assets	43,000	41,000
Actuarial gains and (losses)	33,000	(19,000)
Contributions by employer	81,000	68,000
Contributions by employees	26,000	26,000
Business Combinations	-	565,000
	-	-
	<u>864,000</u>	<u>681,000</u>

The cumulative amount of actuarial gains and losses recognised in the Statement of Total Recognised Gains and Losses was £(33,000) (2012 - £107,000)

The academy expects to contribute £NIL to its Defined Benefit Pension Scheme in 2014.

The major categories of scheme assets as a percentage of total scheme assets are as follows

	<b>2013</b>	<b>2012</b>
Equities	42 40 %	54 40 %
Government bonds	8 40 %	9 20 %
Other bonds	11 20 %	9 90 %
Property	8 70 %	10 10 %
Cash/liquidity	4 10 %	1 60 %
Other	25 20 %	14 80 %



**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**23. Pension commitments (continued)**

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages)

	<b>2013</b>	<b>2012</b>
Discount rate for scheme liabilities	4.60 %	4.50 %
Rate of increase in salaries	4.15 %	4.05 %
Rate of increase for pensions in payment / inflation	2.40 %	2.30 %
Inflation assumption (CPI)	2.40 %	2.30 %

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

	<b>2013</b>	<b>2012</b>
Retiring today		
Males	22.1	22.0
Females	24.8	24.7
Retiring in 20 years		
Males	23.9	23.8
Females	26.7	26.6

Amounts for the current and previous period are as follows

Defined benefit pension schemes

	<b>2013</b>	<b>2012</b>
	<b>£</b>	<b>£</b>
Defined benefit obligation	(1,742,000)	(1,558,000)
Scheme assets	864,000	681,000
Deficit	(878,000)	(877,000)
Experience adjustments on scheme liabilities	-	(88,000)
Experience adjustments on scheme assets	33,000	(19,000)

**24. Operating lease commitments**

At 31 August 2013 the academy had annual commitments under non-cancellable operating leases as follows

	<b>Land and buildings</b>		<b>Other</b>
	<b>2013</b>	<b>2012</b>	<b>2012</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Expiry date:</b>			
Between 2 and 5 years	-	-	1,107

**ROOKERY SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
***FOR THE YEAR ENDED 31 AUGUST 2013***

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**25. Related party transactions**

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

One governor is connected to a member of staff who received a salary of £36,756 during this financial year.

**Rookery School**  
**Year Ended 31 August 2013**

1	Governors information	List of Governors through out the year with Joiners and Leavers List of meeting attended through the year per Governor including Finance committee											
2	Copy invoices	Governors liability insurance to 31/8/13 with details of limit of indemnity and cost for the year											
3		Building works invoices - detailing what invoice is actually for - if detail is staged payments can we have the initial quote detail											
4		Invoices of any asset additions during the year	✓										
5		Copy Of 2012/13 GAG - statement	✓										
6		Copy of any major repairs & renewals purchase invoices											
7		Any legal or professional fee purchase invoices											
8		copy insurance invoices for 31/8/13	✓										
9	Payroll	Payroll records from 01/09/2012 - 31/08/2013 along with any payroll summaries prepared											
10		Detail of full time equivalent for 2013											
		<table><tr><td>2012</td><td></td></tr><tr><td>Teachers</td><td>35</td></tr><tr><td>Adminsitration and support</td><td>23</td></tr><tr><td>Management</td><td>6</td></tr><tr><td></td><td><u>64</u></td></tr></table>	2012		Teachers	35	Adminsitration and support	23	Management	6		<u>64</u>	
2012													
Teachers	35												
Adminsitration and support	23												
Management	6												
	<u>64</u>												
11	Journals file - if kept with supporting documentation												
12	Mercers West Midland pension fund summary for year to 31/08/2013	مراجعة الحسابات											
13	Management accounts @ 31/08/2013												
14	Trial Balance @ 31/08/2013												
15	Aged sales ledger report @ 31/08/2013 - agreeing to Trial Balance	NA											
16	Aged Creditor report @ 31/08/2013 - agreeing to Trial Balance	✓											
17	Payroll Controls and PAYE & NI Controls @ 31/08/2013												

18	If prepared - Accruals, prepayments, purchase invoice reserve and sales invoice reserve (ie lettings?) schedules for 31/08/2013	<input type="checkbox"/>
19	Details of any related party transactions with governors during the year	<input type="checkbox"/>
20	VAT claims and workings for the year to 31/8/13	<input checked="" type="checkbox"/>
21	Bank control's for 31/8/13 - all accounts	<input checked="" type="checkbox"/>
22	Responsible officers reports for the year to 31/8/13	<input checked="" type="checkbox"/>
23	School fund control and analysis - I did give Daljit a copy of my spreadsheet for 2012 (I have enclosed a copy )	<input type="checkbox"/>
24	Trips summary - I did pass on a copy of my spreadsheet to Daljit ( I have enclosed a copy)	<input type="checkbox"/>
25	copies of any capital funding agreements received in the year or any government grants	<input type="checkbox"/>
26	Fixed assets schedules for the year ended 31/08/2013 if prepared	<input checked="" type="checkbox"/>
27	Access to supplier statements @ 31/08/2013 - to agree to aged creditors	<input type="checkbox"/>
28	Details of any restricted income or expenditure during the year	<input type="checkbox"/>
29	Any other information you think relevant	<input type="checkbox"/>

**GOVERNORS' REPORT  
FOR THE YEAR ENDED 31 AUGUST 2013**

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**Preamble: as 2012**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

- a. Constitution: as 2012**
- b. Members' liability. as 2012**
- c. Method of recruitment and appointment or election of Governors; as 2012**
- d. Policies and procedures adopted for the Induction and training of Governors**

New governors are invited to meet with the Clerk and the Chair of Governors prior to their first meeting. They are sent a 'new governor' information pack that outlines the expectation and commitment required to carry out the role effectively. To support all governors, training is organised for the whole group on an annual basis following an audit of skills and changing requirements of the EFA, DfE and OFSTED. To facilitate this and to provide individual support the academy has subscribed to the following organisations, SSAT, NGA, Ten Governor and the Birmingham Governors Support Network. These subscriptions are reviewed on an annual basis.

**e. Organisational structure**

Rookery School has a unified leadership structure, which comprises of two elements – the Governors and the Leadership Team. The aim of the Leadership structure is to develop leadership capacity, devolve responsibility and encourage involvement in decision making at all levels. The governors are responsible for the strategic development of the Academy, capital expenditure and senior staff appointments. They are also responsible for approving the annual budget in line with school development priorities. They ensure value for money through monitoring the impact of budget decisions in relation to pupil outcomes via meetings and visits to school. The leadership team at Rookery, (see structure below), are committed to the process of 'Learning Centred Leadership' which has at its heart, three key strategies that interrelate and overlap, modelling, monitoring and dialogue. The team comprises of teaching and non-teaching staff. A 'Change Team' and an 'Improving Standards' team has emerged from within the leadership/teaching teams signifying a real shift in responsibility and accountability for pupil progress and outcomes throughout 12/13.

**Leadership structure 2013**

**Head Teacher: Accounting officer**

**Deputy Head Teacher: Inclusion (incl SENCO)    Deputy Head Teacher: Teaching & Learning**

Assistant Head Teacher Foundation/KS1	Assistant Head Teacher ASD base	Assistant Head Teacher KS2	
School Business Manager	Pastoral Manager	Site Manager	Network Manager
<hr/>			
Primary Phase Manager	Curriculum Manager	Primary Phase Manager	
Maths Director	Sports & Arts Director	English Director	
Training & Development Co-ordinator			
Science/DT Leader	Humanities Leader	ICT Leader	

**f Connected organisations, including party relationships**

Rookery School is a member of the Handsworth Association of Schools and is a strategic partner in the Colmore Teaching Schools Alliance where we take the lead on research. We access other support for developing leadership and teaching through NCSL and other training providers that we consider appropriate. ITT partners include Schools Direct, Wolverhampton University and Birmingham City University.

**g. Risk Management**

The 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. A risk register has been developed and approved by the governors as a working document that will be reviewed and updated on a termly basis.

**h. Governors' Indemnities: as 2012**

**OBJECTIVES AND ACTIVITIES**

**a. Objectives and aims: as 2012**

**b. Public benefit: as 2012**

**ACHIEVEMENTS AND PERFORMANCE**

**a. Going concern: as 2012**

**b. Review of activities**

Rookery School is a very popular school that is significantly oversubscribed each year, with waiting lists for every year group.

The school was last inspected in July 2013, overall effectiveness was judged to be good because in the main school

■ Pupils make good progress and achieve well. Children enter school with skills and understanding well below those expected for their age. By the time they leave, standards in reading, writing and mathematics are broadly in line with the national average.

■ Teaching is good overall with some outstanding. Most teachers have strong subject knowledge, high expectations of pupils and use other adults well to support learning.

■ Children in the Early Years Foundation Stage make a positive start to school life. The very effective help and exciting and interesting things they do rapidly improve their language and communication skills.

■ Pupils' spiritual, moral, social and cultural development is outstanding. Everyone involved in the school takes pride in its work and all trust and respect each other unequivocally.

■ The partnership between the headteacher, leadership team, staff, governors and pupils has created an environment where pupils feel safe and know how to stay safe.

■ Governors play a major part in checking the school's work. They use their skills well and are an integral part of the school's leadership.

■ Pupils' behaviour and attitudes are outstanding. They are highly enthusiastic about learning and care deeply about their work and each other.

'And in the ASD Resource Base pupils are taught effectively and staff have developed excellent relationships, which result in pupils making excellent progress in their personal and social skills, hence their ability to attend the mainstream school setting. This clearly demonstrates the determination of all leaders and managers to make sure there is no discrimination within the school and the closing gaps between groups of pupils demonstrates their commitment to equality of opportunity.' OFSTED 2013

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Pupil achievement 2012/13 was good and has built significantly from previous years. The teachers now have increased ownership of standards and progress in their class and are rigorously held to account within a supportive culture. This has been a very successful year for Rookery.

#### Headlines

- DfE Floor Standard: 60% of pupils achieving Level 4+ in Maths/Reading/Writing. Rookery well above at 78%, also above national 75%.
- Average points score across all subjects in line with National.
- Average point score in writing in line with National.
- Average point score in maths: 29.1 (above national 28.7).
- Average in-year progress at 4.2 is outstanding if sustained.