

Rookery School

Registered number: 07685796

Trustees report and financial statements

For the year ended 31 August 2014

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ROOKERY SCHOOL
(A company limited by guarantee)

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ROOKERY SCHOOL

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

FOR THE YEAR ENDED 31 AUGUST 2014

Trustees

T Stone, Principal
KM Stanley, Staff Trustee (resigned 28 April 2014)
S Rai, Staff Trustee
G Rees, Chair of Trustees
D Nelson, Trustee
E Turner, Trustee
C Marshall, Trustee
H Dhinju, Trustee
M Rasul, Trustee
T Beasley, Trustee (resigned 11 June 2014)
D Corbett, Trustee
S Khanam, Trustee
D McMorrow, Trustee (resigned 11 June 2014)
MP Hamilton, Trustee (resigned 10 March 2014)
P Millar, Staff Trustee (appointed 2 October 2013)
E Rahman, Trustee (appointed 2 October 2013, resigned 1 July 2014)
N Callender, Staff Trustee (resigned 2 October 2013)
S Pentreath, Trustee (appointed 2 October 2013)
Q Buffong, Staff Trustee (appointed 11 June 2014)
J Iqbal, Trustee (appointed 15 September 2014)
K Sahota, Trustee (appointed 15 September 2014)
N Lindsay, Trustee (appointed 2 October 2014)
T Hussain, Trustee (appointed 15 September 2014)

Company registered number

07685796

Principal and registered office

Rookery School, Rookery Road, Birmingham, West Midlands, B21 9PY

Company secretary

Susan Heath-Gardiner

Chair

G Rees

Senior management team

T Stone, Headteacher
D Monteiro, Deputy Headteacher
E Balan, Deputy Headteacher
S Samuel, Assistant Headteacher
E Pinnock, Assistant Headteacher
S Hannan, Assistant Headteacher

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2014

Administrative details (continued)

Independent auditors

Mazars LLP, 45 Church Street, Birmingham, B3 2RT

Bankers

Lloyds TSB, Great Hampton Street, Birmingham, West Midlands

ROOKERY SCHOOL

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2014

The Governors (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements and Auditors' report of Rookery School (the academy) for the year ended 31 August 2014. The Trustees 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. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. CONSTITUTION

The academy is a company limited by guarantee and an exempt charity. The charitable company's Memorandum of Association are the primary governing document. The governors of Rookery School are also the directors of the charitable company for the purposes of company law.

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.

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2014

ORGANISATIONAL STRUCTURE (Continued)

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.

Leadership structure 2013/14

Head Teacher: Accounting officer

Deputy Head Teacher: Inclusion

Deputy Head Teacher: Teaching & Learning

Assistant Head Teacher
EYFS/KS1

Assistant Head Teacher
ASD base

Assistant Head Teacher
KS2

Primary Phase Manager

Curriculum Leader

Primary Phase Manager

Maths Director

Sports & Arts Director

English Director

Training & Development Co-ordinator

Science/DT Leader

ICT Leader

School Business Manager

Pastoral Manager

Site Manager

Network Manager

f. CONNECTED ORGANISATIONS, INCLUDING PARTY RELATIONSHIPS

Rookery School is a member of the Birmingham Education Partnership and the Handsworth Association of Schools; we are also a strategic partner leading on research in the Colmore Teaching Schools Alliance. 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.

The Head Teacher undertakes work as an Additional Inspector for OFSTED via SERCO.

The Head of the ASC resource base provides training for autism via S4E.

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 2013. There is a limit of Indemnity of £2,000,000 costing £575.

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2014

OBJECTIVES AND ACTIVITIES

a. OBJECTS AND AIMS

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.

b. OBJECTIVES, STRATEGIES AND ACTIVITIES

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 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 2014 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.

c. 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.

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2014

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

a. GOING CONCERN

After making appropriate enquiries, the board of trustees 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.

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 when overall effectiveness was judged to be good.
- Pupil achievement in 2013/14 was good:-
 - Standards were raised significantly in KS1 with 77% of pupils achieving L2b+ in reading and 68% in writing; with 35% of pupil achieving L2A+ in maths
 - 72% of pupils achieved the required standard in phonics
 - Attainment in reading at the end of KS2 for children with SEN significantly improved with 81% of pupils achieving L4+; the attainment gap between FSM and non FSM pupils significantly reduced to 5% from 19% in 2013; there was a significant rise in the attainment of Black Caribbean children in the EGPS L4+81.%.
- Attendance was good at 95.6%; the persistent absence rate reduced significantly to 4%
- The opening of the new community 'Arts Hub' and the employment of a new artist in residence led to outstanding achievement in the visual arts throughout the school.
- The appointment of a French teacher has broadened the curriculum from Y1-Y6, impacting positively upon pupil achievement.
- Extensive playground developments have enhanced the play experience we can offer, increasing participation in a more varied range of physical activity whilst impacting significantly on pupils' personal, social and emotional development, as have the fully funded residential visits in Y4 and Y6 – behaviour at Rookery is outstanding.
- Y5 pupils won the Handsworth Citizenship Award for Rookery.

FINANCIAL REVIEW

a. FINANCIAL AND REVIEW

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

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2014

Financial and Review (Continued)

The Academy also receives grants for fixed assets from the EFA. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2005), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the period ended 31 August 2014, total expenditure of £2,689,840 was more than covered by recurrent grant funding from the EFA together with other incoming resources.

Total income for the period ended 31 August 2014 was £2,737,124. Income received for the period which relates to core educational operations was £2,679,362.

b. PRINCIPAL RISKS AND UNCERTAINTIES

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

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

c. 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.

d. INVESTMENTS POLICY

The trustees seek to ensure that any surplus funds are deposited to maximise interest whilst maintaining a safe and secure investment strategy.

PLANS FOR THE FUTURE PERIODS

a. FUTURE DEVELOPMENTS

The school will look to implement phase 3 of the playground development.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

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

DISCLOSURE OF INFORMATION TO AUDITORS

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

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2014

This report, incorporating the Strategic report, was approved by order of the board of trustees, as the company directors, on 10 December 2014 and signed on the board's behalf by:


.....
G Rees
Chair of Trustees


.....
E Turner
Trustee

ROOKERY SCHOOL

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GOVERNANCE STATEMENT

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
T Stone, Principal	7	8
KM Stanley, Staff Trustee	4	5
S Rai, Staff Trustee	8	8
G Rees, Chair of Trustees	7	8
D Nelson, Trustee	5	8
E Turner, Trustee	6	8
C Marshall, Trustee	7	8
H Dhinju, Trustee	8	8
M Rasul, Trustee	7	8
T Beasley, Trustee	4	6
D Corbett, Trustee	4	8
S Khanam, Trustee	6	8
D McMorrow, Trustee	2	6
MP Hamilton, Trustee	1	4
P Millar, Staff Trustee	8	8
E Rahman, Trustee	4	8
N Callender, Staff Trustee	0	1
S Pentreath, Trustee	8	8
Q Buffong, Staff Trustee	2	2
J Iqbal, Trustee	0	0
K Sahota, Trustee	0	0
N Lindsay, Trustee	0	0
T Hussain, Trustee	0	0

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GOVERNANCE STATEMENT (continued)

From September 2013 the Performance, Review & Development 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.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
T Stone	8	8
P Hamilton	2	6
C Marshall	6	8
D Nelson	7	8
S Pentreath	6	7
G Rees	4	8
E Turner	6	8
H Dhinji	8	8

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 2013 to 31 August 2014 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 2013 to 31 August 2014 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 Performance, Review & Development 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 Schools Financial Services as internal auditor.

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GOVERNANCE STATEMENT (continued)

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.

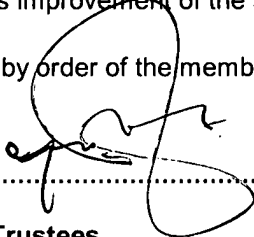
REVIEW OF EFFECTIVENESS

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;
- 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 Performance, Review & Development 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 10 December 2014 and signed on its behalf, by:


.....
G Rees
Chair of Trustees


.....
T Stone, Principal
Accounting Officer

ROOKERY SCHOOL
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STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

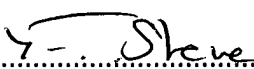
As Accounting Officer of Rookery School I have considered my responsibility to notify the academy board of trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the academy and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook (2013).

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 (2013).

I confirm that the following instances of material irregularity, impropriety or funding non-compliance discovered to date have been notified to the board of trustees and EFA:

- Theft of £7,878 cash from a locked safe, appropriate management controls have been put in place. This was notified to EFA on 29 November 2013.

If any instances are identified after the date of this statement, these will be notified to the board of trustees and EFA.


.....

T Stone
Accounting Officer

Date: 10 December 2014

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TRUSTEES' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 AUGUST 2014

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 (including the Strategic 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:

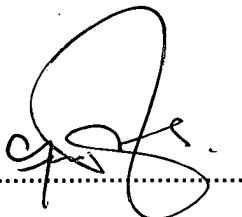
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume 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 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 10 December 2014 and signed on its behalf by:



.....
G Rees,
Chair of Trustees

ROOKERY SCHOOL

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INDEPENDENT AUDITORS' REPORT TO THE BOARD OF TRUSTEES OF ROOKERY SCHOOL

We have audited the financial statements of Rookery School for the year ended 31 August 2014 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, the Academies Accounts Direction 2014 issued by the Education Funding Agency and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's trustee's 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 charity's trustees those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body for our audit work, for this report, or for the opinion we have formed.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company 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 (APB's) Ethical Standards for Auditors. This report is made solely to the charity's members as a body. Our audit work has been undertaken so that we might state to the charity'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 charity and the charity's members as a body for our audit work, for this report, or for the opinions we have formed.

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 academy'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.

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 2014 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Academies Accounts Direction 2013 to 2014 issued by the Education Funding Agency.

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

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

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INDEPENDENT AUDITORS' REPORT TO THE BOARD OF TRUSTEES OF ROOKERY SCHOOL

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

Mazars LLP
Chartered Accountants and Statutory Auditor
45 Church Street
Birmingham
B3 2RT
Date: 15 December 2014

ROOKERY SCHOOL

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INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO ROOKERY SCHOOL AND THE EDUCATION FUNDING AGENCY

In accordance with the terms of our engagement letter dated 8 October 2014 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2013 to 2014, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Rookery School during the year 1 September 2013 to 31 August 2014 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Rookery School and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Rookery School and 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 EFA, for our work, for this report, or for the conclusion we have formed.

RESPECTIVE RESPONSIBILITIES OF ROOKERY SCHOOL'S 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 1 September 2013, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2013 to 2014. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2013 to 31 August 2014 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

APPROACH

We conducted our engagement in accordance with the Academies Accounts Direction 2013 to 2014 issued by the EFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

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.

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

CONCLUSION

In the course of our work, except for the matters listed below, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2013 to 31 August 2014 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

As referred to in the Statement of Regularity, Propriety and Compliance on page 12, there was a theft of £7,878 cash from a locked safe. This was notified to EFA on 29 November 2013.

Mazars LLP

Mazars LLP

Chartered Accountants
Statutory Auditor

45 Church Street
Birmingham
B3 2RT

Date: *15 December 2014*

ROOKERY SCHOOL
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating income and expenditure account and statement of total recognised gains and losses)

FOR THE YEAR ENDED 31 AUGUST 2014

	Note	Unrestricted funds 2014 £	Restricted funds 2014 £	Restricted fixed asset funds 2014 £	Total funds 2014 £	Total funds 2013 £
INCOMING RESOURCES						
Incoming resources from generated funds:						
Voluntary income	2	-	-	-	-	8,871
Activities for generating funds	3	43,526	13,692	-	57,218	104,700
Investment income	4	544	-	-	544	540
Incoming resources from charitable activities	5	-	2,670,069	9,293	2,679,362	2,615,386
TOTAL INCOMING RESOURCES		44,070	2,683,761	9,293	2,737,124	2,729,497
RESOURCES EXPENDED						
Charitable activities		43,526	2,500,797	95,066	2,639,389	2,491,288
Governance costs	10	-	50,451	-	50,451	51,840
TOTAL RESOURCES EXPENDED	6	43,526	2,551,248	95,066	2,689,840	2,543,128
NET INCOMING RESOURCES BEFORE TRANSFERS		544	132,513	(85,773)	47,284	186,369

ROOKERY SCHOOL
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (continued)
FOR THE YEAR ENDED 31 AUGUST 2014

		Unrestricted funds 2014 £	Restricted funds 2014 £	Restricted fixed asset funds 2014 £	Total funds 2014 £	Total funds 2013 £
	Note					
Transfers between Funds	19	-	(167,725)	167,725	-	-
NET INCOME FOR THE YEAR		544	(35,212)	81,952	47,284	186,369
Actuarial gains and losses on defined benefit pension schemes		-	135,000	-	135,000	33,000
NET MOVEMENT IN FUNDS FOR THE YEAR		544	99,788	81,952	182,284	219,369
Total funds at 1 September 2013		313,805	(843,929)	2,100,867	1,570,743	1,351,374
TOTAL FUNDS AT 31 AUGUST 2014		<u>314,349</u>	<u>(744,141)</u>	<u>2,182,819</u>	<u>1,753,027</u>	<u>1,570,743</u>

All activities relate to continuing operations.

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

The notes on pages 22 to 40 form part of these financial statements.

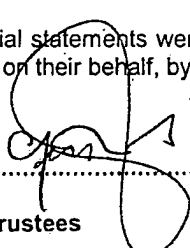
ROOKERY SCHOOL

Registered number: 07685796

(A company limited by guarantee)**BALANCE SHEET****AS AT 31 AUGUST 2014**

	Note	£	2014 £	£	2013 £
FIXED ASSETS					
Tangible assets	16		2,182,819		2,100,867
CURRENT ASSETS					
Debtors	17	83,738		187,773	
Cash at bank		414,722		473,490	
		<u>498,460</u>		<u>661,263</u>	
CREDITORS: amounts falling due within one year	18	<u>(136,252)</u>		<u>(313,387)</u>	
NET CURRENT ASSETS			362,208		347,876
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>2,545,027</u>		<u>2,448,743</u>
Defined benefit pension scheme liability	25		<u>(792,000)</u>		<u>(878,000)</u>
NET ASSETS INCLUDING PENSION SCHEME LIABILITY			<u>1,753,027</u>		<u>1,570,743</u>
FUNDS OF THE ACADEMY					
Restricted funds:					
Restricted funds	19	47,859		34,071	
Restricted fixed asset funds	19	2,182,819		2,100,867	
		<u>2,230,678</u>		<u>2,134,938</u>	
Restricted funds excluding pension liability					
Pension reserve		<u>(792,000)</u>		<u>(878,000)</u>	
Total restricted funds			1,438,678		1,256,938
Unrestricted funds	19		314,349		313,805
TOTAL FUNDS			<u>1,753,027</u>		<u>1,570,743</u>

The financial statements were approved by the Trustees, and authorised for issue, on 10 December 2014 and are signed on their behalf, by:



 G Rees
 Chair of Trustees

10. 12. 2014

The notes on pages 22 to 40 form part of these financial statements.

ROOKERY SCHOOL
(A company limited by guarantee)

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2014

	Note	2014 £	2013 £
Net cash flow from operating activities	21	117,706	418,718
Returns on investments and servicing of finance	22	544	540
Capital expenditure and financial investment	22	(177,018)	(426,839)
DECREASE IN CASH IN THE YEAR		<u>(58,768)</u>	<u>(7,581)</u>

RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS
FOR THE YEAR ENDED 31 AUGUST 2014

	2014 £	2013 £
Decrease in cash in the year	(58,768)	(7,581)
MOVEMENT IN NET FUNDS IN THE YEAR	<u>(58,768)</u>	<u>(7,581)</u>
Net funds at 1 September 2013	473,490	481,071
NET FUNDS AT 31 AUGUST 2014	<u>414,722</u>	<u>473,490</u>

The notes on pages 22 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 2014

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 to 2014 issued by EFA, applicable accounting standards and the Companies Act 2006.

1.2 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 funders 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.

ROOKERY SCHOOL

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2014

1. ACCOUNTING POLICIES (continued)

1.3 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.

Sponsorship income provided to the academy which amounts to a donation is recognised in the Statement of financial activities in the period in which it is receivable, where there is certainty of receipt and it is measurable.

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.

ROOKERY SCHOOL

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2014

1. ACCOUNTING POLICIES (continued)

1.4 Resources expended

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.

1.5 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.

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

The policy with respect to impairment reviews of fixed assets is annually.

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:

Long-term leasehold property	-	2% Straight line
Assets under construction	-	No depreciation charged
Motor vehicles	-	25% Straight line
Fixtures and fittings	-	25% Straight line
Computer equipment	-	25% Straight line

ROOKERY SCHOOL

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2014

1. ACCOUNTING POLICIES (continued)

1.7 Operating leases

Rentals under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

1.8 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.

1.9 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 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 25, 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 settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of financial activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period until vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

2. VOLUNTARY INCOME

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Donations	-	-	-	8,871

ROOKERY SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

3. ACTIVITIES FOR GENERATING FUNDS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Hire of facilities	4,172	-	4,172	12,720
School trips and other activities	-	13,692	13,692	60,490
Catering income	39,354	-	39,354	31,490
	<u>43,526</u>	<u>13,692</u>	<u>57,218</u>	<u>104,700</u>

4. INVESTMENT INCOME

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Investment income - local cash	544	-	544	540
	<u>544</u>	<u>-</u>	<u>544</u>	<u>540</u>

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Educational Operations	-	2,679,362	2,679,362	2,615,386
	<u>-</u>	<u>2,679,362</u>	<u>2,679,362</u>	<u>2,615,386</u>

ROOKERY SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
DfE/EFA revenue grants				
General Annual Grant (GAG)	-	2,123,408	2,123,408	2,105,239
Capital Grants	-	9,293	9,293	9,153
Other DfE/EFA grants	-	268,175	268,175	204,268
	-	2,400,876	2,400,876	2,318,660
Other government grants				
Local authority grants	-	278,486	278,486	296,726
	-	278,486	278,486	296,726
	-	2,679,362	2,679,362	2,615,386

6. RESOURCES EXPENDED

	Staff costs 2014 £	Non Pay Premises 2014 £	Expenditure Other costs 2014 £	Total 2014 £	Total 2013 £
Educational Operations	1,615,056	-	229,129	1,844,185	1,752,186
Support costs - Educational Operations	447,797	192,432	154,975	795,204	739,102
Charitable activities	2,062,853	192,432	384,104	2,639,389	2,491,288
Governance	-	-	50,451	50,451	51,840
	2,062,853	192,432	434,555	2,689,840	2,543,128

7. ANALYSIS OF RESOURCES EXPENDED BY ACTIVITIES

	Activities undertaken directly 2014 £	Support costs 2014 £	Total 2014 £	Total 2013 £
Educational Operations	1,844,185	795,204	2,639,389	2,491,288

ROOKERY SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

8. DIRECT COSTS

	Educational Operations £	Total 2014 £	Total 2013 £
Technology costs	32,834	32,834	20,584
Educational supplies	48,778	48,778	64,679
Staff development	38,559	38,559	8,439
Educational consultancy	11,086	11,086	28,307
Other direct costs	33,184	33,184	12,190
Agency costs	40,817	40,817	92,680
Wages and salaries	1,308,618	1,308,618	1,321,621
National insurance	101,600	101,600	96,175
Pension cost	164,021	164,021	49,119
Depreciation	64,688	64,688	58,392
	<u>1,844,185</u>	<u>1,844,185</u>	<u>1,752,186</u>

9. SUPPORT COSTS

	Educational Operations £	Total 2014 £	Total 2013 £
Pension expenditure	29,000	29,000	30,000
Agency costs	23,273	23,273	29,615
Recruitment and support	17,235	17,235	4,557
Maintenance of premises and equipment	110,764	110,764	70,079
Cleaning	3,221	3,221	4,004
Rent and Rates	20,164	20,164	18,319
Energy Costs	35,265	35,265	26,020
Insurance	20,151	20,151	19,736
Security and transport	2,867	2,867	6,425
Catering	49,960	49,960	51,023
Other support costs	46,457	46,457	31,472
Technology costs	10,945	10,945	6,861
Loss on disposal of fixed assets	-	-	8,768
Wages and salaries	314,251	314,251	223,179
National insurance	14,034	14,034	14,938
Pension cost	67,239	67,239	167,462
Depreciation	30,378	30,378	26,644
	<u>795,204</u>	<u>795,204</u>	<u>739,102</u>

ROOKERY SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

10. GOVERNANCE COSTS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Governance Auditors' remuneration	-	6,500	6,500	9,500
Governance Auditors' non audit costs	-	1,900	1,900	7,619
Legal and professional fees	-	42,051	42,051	34,721
	-	50,451	50,451	51,840

11. NET INCOMING RESOURCES

This is stated after charging:

	2014 £	2013 £
Depreciation of tangible fixed assets:		
- owned by the charity	95,066	85,036
Auditors' remuneration	6,500	9,500
Auditors' remuneration - non-audit	1,900	7,619
Operating lease rentals:		
- other operating leases	5,641	1,107
Loss on disposal of fixed assets	-	8,768

12. STAFF

a. Staff costs

Staff costs were as follows:

	2014 £	2013 £
Wages and salaries	1,622,869	1,544,800
Social security costs	115,634	111,113
Other pension costs (Note 25)	231,260	216,581
	1,969,763	1,872,494
Supply staff costs	64,090	122,295
FRS17 Pension costs	29,000	30,000
	2,062,853	2,024,789

b. Staff severance payments

Included in staff restructuring costs are non-statutory severance payments totalling £3,415 (2013: nil).

ROOKERY SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

12. STAFF (continued)

c. Staff numbers

The average number of persons employed by the academy during the year expressed as full time equivalents was as follows:

	2014	2013
	No.	No.
Teachers	37	34
Administration and support	21	20
Management	6	6
	<u>64</u>	<u>60</u>

d. Higher paid staff

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

	2014	2013
	No.	No.
In the band £70,001 - £80,000	1	0
In the band £80,001 - £90,000	0	1
	<u>1</u>	<u>1</u>

The above employee participated in the Teachers Pension Scheme. During the year ended 31 August 2014, employer contributions for this member of staff amounted to £10,617 (2013: £10,512). This employee did not participate in the Local Government Pension Scheme.

13. 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:

	2014	2013
	£'000	£'000
T Stone, Head Teacher	75-80	80-85
N Callender	0-5	35-40
K Stanley	10-15	15-20
S Rai	25-30	25-30
A Panesar	0-5	5-10
P Millar	35-40	0-5
Q Buffong	5-10	0-5

During the year, 1 Trustee received reimbursement of expenses of £31 (2013 - £NIL).

ROOKERY SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

14. 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 2014 was £575 (2013 - £575). The cost of this insurance is included in the total insurance cost.

15. OTHER FINANCE EXPENDITURE

	2014 £	2013 £
Expected return on pension scheme assets	54,000	43,000
Interest on pension scheme liabilities	(83,000)	(73,000)
	<u>(29,000)</u>	<u>(30,000)</u>

16. TANGIBLE FIXED ASSETS

	Long-term leasehold property £	Assets under constructio n £	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Total £
Cost						
At 1 September 2013	2,027,817	-	11,072	60,459	146,430	2,245,778
Additions	62,058	81,394	-	8,291	25,275	177,018
At 31 August 2014	<u>2,089,875</u>	<u>81,394</u>	<u>11,072</u>	<u>68,750</u>	<u>171,705</u>	<u>2,422,796</u>
Depreciation						
At 1 September 2013	54,000	-	5,536	16,326	69,049	144,911
Charge for the year	32,184	-	2,768	17,187	42,927	95,066
At 31 August 2014	<u>86,184</u>	<u>-</u>	<u>8,304</u>	<u>33,513</u>	<u>111,976</u>	<u>239,977</u>
Net book value						
At 31 August 2014	<u>2,003,691</u>	<u>81,394</u>	<u>2,768</u>	<u>35,237</u>	<u>59,729</u>	<u>2,182,819</u>
At 31 August 2013	<u>1,973,817</u>	<u>-</u>	<u>5,536</u>	<u>44,133</u>	<u>77,381</u>	<u>2,100,867</u>

ROOKERY SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

17. DEBTORS

	2014	2013
	£	£
Trade debtors	4,301	-
VAT repayable	17,801	27,537
Other debtors	-	1,755
Prepayments and accrued income	61,636	158,481
	<u>83,738</u>	<u>187,773</u>

18. CREDITORS:
Amounts falling due within one year

	2014	2013
	£	£
Other creditors	19,925	19,925
Accruals and deferred income	116,327	293,462
	<u>136,252</u>	<u>313,387</u>

Deferred income

Deferred income at 1 September 2013	254,940
Resources deferred during the year	24,396
Amounts released from previous years	<u>(254,940)</u>
Deferred income at 31 August 2014	<u>24,396</u>

The above deferred income consists of £24,396 (2013: £254,462) grant monies received in advance for the 2014/15 academic year.

ROOKERY SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

19. STATEMENT OF FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
Unrestricted funds						
General Funds - all funds	313,805	44,070	(43,526)	-	-	314,349
Restricted funds						
General Annual Grant (GAG)	(52,313)	2,123,408	(1,881,450)	(167,725)	-	21,920
Pupil Premium	-	245,593	(245,593)	-	-	-
PE & Sports Grant	-	9,855	(9,855)	-	-	-
School direct funding	-	12,727	(12,727)	-	-	-
SEN Funding	-	89,069	(76,016)	-	-	13,053
Early Years Funding	-	189,417	(189,417)	-	-	-
Sundry income	-	(329)	329	-	-	-
Other Government Grants	75,650	-	(75,650)	-	-	-
School Fund	10,734	14,021	(11,869)	-	-	12,886
Pension reserve	(878,000)	-	(49,000)	-	135,000	(792,000)
	<u>(843,929)</u>	<u>2,683,761</u>	<u>(2,551,248)</u>	<u>(167,725)</u>	<u>135,000</u>	<u>(744,141)</u>
Restricted fixed asset funds						
Capital Grants	13,902	9,293	(13,902)	-	-	9,293
Private Sector Capital Sponsorship	2,086,965	-	(81,164)	167,725	-	2,173,526
	<u>2,100,867</u>	<u>9,293</u>	<u>(95,066)</u>	<u>167,725</u>	<u>-</u>	<u>2,182,819</u>
Total restricted funds	<u>1,256,938</u>	<u>2,693,054</u>	<u>(2,646,314)</u>	<u>-</u>	<u>135,000</u>	<u>1,438,678</u>
Total of funds	<u>1,570,743</u>	<u>2,737,124</u>	<u>(2,689,840)</u>	<u>-</u>	<u>135,000</u>	<u>1,753,027</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
- 2) Other DfE/YPLA Grants: this fund relates to other grants received which must be used for the purpose intended
- 3) Other Restrictd: this fund relates to all other restricted funds received must be used for the purpose intended
- 4) Restricted Fixed Asset Fund: this fund relates to resouces which must be applied for specific capital purposes

ROOKERY SCHOOL
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19. 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 2014.

SUMMARY OF FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
General funds	313,805	44,070	(43,526)	-	-	314,349
Restricted funds	(843,929)	2,683,761	(2,551,248)	(167,725)	135,000	(744,141)
Restricted fixed asset funds	2,100,867	9,293	(95,066)	167,725	-	2,182,819
	<u>1,570,743</u>	<u>2,737,124</u>	<u>(2,689,840)</u>	<u>-</u>	<u>135,000</u>	<u>1,753,027</u>

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Restricted fixed asset funds 2014 £	Total funds 2014 £	Total funds 2013 £
Tangible fixed assets	-	-	2,182,819	2,182,819	2,100,867
Current assets	336,348	162,112	-	498,460	661,263
Creditors due within one year	(21,999)	(114,253)	-	(136,252)	(313,387)
Provisions for liabilities and charges	-	(792,000)	-	(792,000)	(878,000)
	<u>314,349</u>	<u>(744,141)</u>	<u>2,182,819</u>	<u>1,753,027</u>	<u>1,570,743</u>

21. NET CASH FLOW FROM OPERATING ACTIVITIES

	2014 £	2013 £
Net incoming resources before revaluations	47,284	186,369
Returns on investments and servicing of finance	(544)	(540)
Depreciation of tangible fixed assets	95,066	85,036
Deficit on disposal of tangible fixed assets	-	8,767
Decrease/(increase) in debtors	104,035	(65,833)
(Decrease)/increase in creditors	(177,135)	170,919
FRS 17 adjustments	49,000	34,000
Net cash inflow from operations	<u>117,706</u>	<u>418,718</u>

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FOR THE YEAR ENDED 31 AUGUST 2014

22. ANALYSIS OF CASH FLOWS FOR HEADINGS NETTED IN CASH FLOW STATEMENT

	2014 £	2013 £
Returns on investments and servicing of finance		
Interest received	544	540
	<u>544</u>	<u>540</u>
	2014 £	2013 £
Capital expenditure and financial investment		
Purchase of tangible fixed assets	(177,018)	(426,839)
	<u>(177,018)</u>	<u>(426,839)</u>

23. ANALYSIS OF CHANGES IN NET FUNDS

	1 September 2013 £	Cash flow £	Other non-cash changes £	31 August 2014 £
Cash at bank and in hand:	473,490	(58,768)	-	414,722
Net funds	<u>473,490</u>	<u>(58,768)</u>	<u>-</u>	<u>414,722</u>

24. CAPITAL COMMITMENTS

At 31 August 2014 the academy had capital commitments as follows:

	2014 £	2013 £
Contracted for but not provided in these financial statements	66,595	-
	<u>66,595</u>	<u>-</u>

25. 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 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 March 2013.

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

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25. PENSION COMMITMENTS (continued)

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

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

The Teachers' Pensions Regulations require an annual account to be kept of receipts and expenditure (including the cost of pensions' increases). From 1 April 2001, the account has been credited with a real rate of return, which is equivalent to assuming that the balance in the account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

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

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

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx>)

Teachers' Pension Scheme Changes

✓ Lord Hutton made recommendations in 2011 about how pensions can be made sustainable and affordable, whilst remaining fair to the workforce and the taxpayer. The Government accepted Lord Hutton's recommendations as the basis for consultation with trade unions and other representative bodies. In March 2012 the Department for Education published proposals for the design for a reformed TPS.

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

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

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25. PENSION COMMITMENTS (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 from April 2012 on a 40:80:100% basis.

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

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

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 2014 was £109,000, of which employer's contributions totalled £78,000 and employees' contributions totalled £31,000. The agreed contribution rates for future years are 11.6% for employers and 5% to 7.5% for employees.

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

The amounts recognised in the Balance sheet are as follows:

	2014 £	2013 £
Present value of funded obligations	(1,802,000)	(1,742,000)
Fair value of scheme assets	1,010,000	864,000
	<hr/>	<hr/>
Net liability	(792,000)	(878,000)
	<hr/> <hr/>	<hr/> <hr/>

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

	2014 £	2013 £
Current service cost	(98,000)	(85,000)
Interest on obligation	(83,000)	(73,000)
Expected return on scheme assets	54,000	43,000
	<hr/>	<hr/>
Total	(127,000)	(115,000)
	<hr/> <hr/>	<hr/> <hr/>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

25. PENSION COMMITMENTS (continued)

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

	2014	2013
	£	£
Opening defined benefit obligation	1,742,000	1,558,000
Current service cost	98,000	85,000
Interest cost	83,000	73,000
Contributions by scheme participants	31,000	26,000
Actuarial Gains	(152,000)	-
	<u>1,802,000</u>	<u>1,742,000</u>
Closing defined benefit obligation	<u>1,802,000</u>	<u>1,742,000</u>

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

	2014	2013
	£	£
Opening fair value of scheme assets	864,000	681,000
Expected return on assets	54,000	43,000
Actuarial gains and (losses)	(17,000)	33,000
Contributions by employer	78,000	81,000
Contributions by employees	31,000	26,000
	<u>1,010,000</u>	<u>864,000</u>
	<u>1,010,000</u>	<u>864,000</u>

The cumulative amount of actuarial gains and losses recognised in the Statement of total recognised gains and losses was £61,000 (2013 - £(74,000)).

The academy expects to contribute £93,000 to its Defined benefit pension scheme in 2015.

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

	2014	2013
Equities	45.00 %	42.40 %
Government bonds	7.90 %	8.40 %
Other bonds	10.30 %	11.20 %
Property	8.70 %	8.70 %
Cash/liquidity	4.40 %	4.10 %
Other	23.70 %	25.20 %

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

	2014	2013
Discount rate for scheme liabilities	4.00 %	4.60 %
Rate of increase in salaries	3.95 %	4.15 %
Rate of increase for pensions in payment / inflation	2.20 %	2.40 %
Inflation assumption (CPI)	2.20 %	2.40 %

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FOR THE YEAR ENDED 31 AUGUST 2014

25. PENSION COMMITMENTS (continued)

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

	2014	2013
Retiring today		
Males	22.9	22.1
Females	25.5	24.8
Retiring in 20 years		
Males	25.1	23.9
Females	27.8	26.7

Amounts for the current and previous two periods are as follows:

Defined benefit pension schemes

	2014 £	2013 £	2012 £
Defined benefit obligation	(1,802,000)	(1,742,000)	(1,558,000)
Scheme assets	1,010,000	864,000	681,000
Deficit	<u>(792,000)</u>	<u>(878,000)</u>	<u>(877,000)</u>
Experience adjustments on scheme liabilities	152,000	-	(88,000)
Experience adjustments on scheme assets	<u>(17,000)</u>	<u>33,000</u>	<u>(19,000)</u>

26. OPERATING LEASE COMMITMENTS

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

	Land and buildings		Other	
	2014	2013	2014	2013
	£	£	£	£
Expiry date:				
Between 2 and 5 years	<u>-</u>	<u>-</u>	<u>3,896</u>	<u>1,107</u>

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27. RELATED PARTY TRANSACTIONS

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

During the year the Academy paid Big Brum Theatre Company £800 (2013: £850) in respect of services provided. Ms C Marshall is a trustee of Big Brum Theatre Company.

There were no additional related party transactions other than trustee remuneration disclosed in note 13.