

**COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS
(A Company Limited by Guarantee)**

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2015

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COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

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COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS MEMBERS/ TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2015

Trustees

Mr A Blundell, Chair
Mr M Ager
Mr M Albano
Mrs J Blaxill
Miss E Brown
Mr A Charnock (appointed 18 March 2015)
Mrs T Clements (resigned 8 October 2014)
Mr R Cooke
Prof M Fasli
Mr K Grinsted, Responsible Officer (resigned 17 July 2015)
Dr E Gwyther, Staff Governor
Mr M Hart
Mrs M Illsley
Mr L Jones
Mrs E McClelland, Staff Governor (resigned 30 January 2015)
Mr I Mosley (appointed 8 October 2014)
Miss D Murison, Staff Governor (appointed 22 November 2014)
Dr A Oshisanwo
Mr B Russell, Staff Governor (resigned 10 December 2014)
Mrs Z Thompson-Arnold
Mrs S Stinson, Staff Governor (appointed 1 February 2015)
Mrs G Marshall, Head Teacher, Accounting Officer

Company registered number

07755713

Principal and registered office

Norman Way
Colchester
Essex
CO3 3US

Senior leadership team

Mrs G Marshall, Headteacher
Mrs W Jackson, Deputy Headteacher
Mrs S Moss, Deputy Headteacher
Mrs D Frost, Assistant Headteacher
Dr S Parrott, Assistant Headteacher
Mr G Turner, Assistant Headteacher
Mr K Balshaw, School Business Manager / Company Secretary (took over 12 August 2014 - Resigned 20 February 2015)
Mr L Hopkins, School Business Manager (took over 27 July 2015)

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS MEMBERS/ TRUSTEES AND
ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2015**

Administrative details (continued)

Independent auditors

Larking Gowen
Chartered Accountants
8 The Courtyard
Wyncolls Road
Colchester
Essex
C04 9PE

Bankers

Barclays PLC
9 High Street
Colchester
Essex
CO1 1DA

Solicitors

Veale Wasbrough Vizards
Barnards Inn
86 Fetter Lane
London
EC4 1AD

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2015

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of Colchester County High School for Girls (the academy) for the year ended 31 August 2015. 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 March 2005.

Structure, governance and management

a. CONSTITUTION

The Academy Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust.

The governors act as trustees for charitable activities of Colchester County High School for Girls Academy Trust and are also the directors of the charitable company for the purposes of company law. The charitable company is known as Colchester County High School for Girls.

Details of the governors who served during the year are included in the Reference and Administrative Details.

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. GOVERNORS' LIABILITIES

There were no provisions required for third party indemnity.

d. PRINCIPAL ACTIVITIES

The Academy Trust's object in its Articles is specifically restricted to advancing for the public benefit education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

The Academy Trust has entered into a Funding Agreement with the Department for Education, funding being provided conditional upon the maintenance of a school offering a balanced and broadly based curriculum satisfying the requirements of Section 78 of Education Act 2002 and having an emphasis on science and languages, and providing education for pupils who are wholly or mainly drawn from the area in which the school is situated.

The principal activity of the Academy Trust is to provide, for the public benefit, outstanding education to able students between the ages of 11 and 19. This is delivered through a broad, well balanced, personalised curriculum and enables the students to achieve excellence in public examinations.

e. METHOD OF RECRUITMENT AND APPOINTMENT OR ELECTION OF GOVERNORS

The management of the company is the responsibility of the governors who are appointed under the terms of the Articles of Association.

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2015

The governing body comprises:

- up to 12 governors appointed by the members (currently 12 in post)
- a minimum of 3 parent governors appointed by ballot of parents of registered pupils (currently 3 in post)
- 3 staff governors appointed by members through the process of a ballot of staff
- the Headteacher (ex-officio)
- up to 3 co-opted governors appointed by the members (currently none)
- any governors appointed by the Secretary of State (currently none)

Governors are appointed for a term of 4 years, except those transferring from the predecessor school who serve the remainder of their original term. At the end of their term they may be re-appointed or re-elected for a further term, provided that they remain eligible. When vacancies for member-appointees arise, the members will seek candidates within the community who offer relevant skills to the Governing Body.

f. POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF GOVERNORS

All new governors will be given a tour of the academy and the chance to meet with staff and students. All governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as governors. As there are normally only two or three new governors a year, much of the induction tends to be done informally and is tailored specifically to the individual. However, all new governors are expected to enrol on an 'Induction for New Governors' course run by Essex Governor Services (EGS), to which the governing body subscribes.

Governors are encouraged to participate in the EGS training programme, and other external training, where relevant to their and the Academy's needs, and are provided with access to relevant specialist information web sites. Governors' meetings regularly include presentations from school staff on a variety of topics of interest so as to keep them informed. Training on 'Effective Governance', presented by Essex Governor Services, took place in December 2013.

g. ORGANISATIONAL STRUCTURE

The management structure consists of three levels: the governors, governing body committees and the Senior Leadership Team (SLT).

The governors are responsible for setting general policy, adopting an annual plan and budget, monitoring the Academy by the use of budgets and making major decisions about the direction of the academy, capital expenditure and senior staff appointments.

Committees of the Governing Body have delegated responsibilities. The main committees, which normally meet twice (but at least once) each term, are: Curriculum & Student Matters, Finance & Audit, Personnel, Premises and Health & Safety (comprising mainly staff but reporting into the Premises Committee). Other committees, which meet as required, are: Admissions, Building Liaison, Complaints, Fundraising, Headteachers Pay, Staff Pay, Staff Pay Appeals, Staff Disciplinary, Staff Disciplinary Appeals, and Student Discipline.

The SLT comprises the Headteacher, two deputy headteachers, three assistant headteachers and the school business manager. These managers control the academy at an executive level implementing the policies laid down by the governors and reporting back to them. The Headteacher is the Accounting Officer.

h. RISK MANAGEMENT

The Governing Body has assessed the major risks to which the Academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the academy and its finances. The governors have implemented a number of systems to assess risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, and school trips) and in

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2015

relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains they have ensured they have adequate insurance cover. The Academy has an effective system of internal financial controls and this is explained in more detail in the following statement.

The Governing Body has assigned the roles and responsibilities of an audit committee to the combined Finance & Audit Committee. This committee reviews the risks to internal financial control at the Academy Trust and agrees a programme of work that will address these risks, inform the statement of internal control and, so far as is possible, provide assurance to the external auditor. Mr K Grinsted, a governor, was the Responsible Officer (RO). The RO's role includes giving advice on financial matters and performing a range of checks on the academy's financial systems. To assist with this role governors have procured the Academy Trust's external auditor, Larking Gowen, to undertake a supplementary programme of work and produce a written report providing feedback on how the Academy's financial affairs are being discharged. The report includes action points identifying any areas for improvement; the Finance & Audit Committee monitors compliance with any recommendations.

This provides the Governing Body with assurance that:

- the financial responsibilities of the Governing Body are being properly discharged;
- resources are being managed in an efficient, economical and effective manner;
- sound systems of internal financial control are being maintained; and
- financial considerations are fully taken into account in reaching decisions.

These arrangements can provide only reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected within a timely period.

i. CONNECTED ORGANISATIONS, INCLUDING RELATED PARTY RELATIONSHIPS

No sponsors or other related parties either control or significantly influence the decisions and operations of the Academy Trust.

The trustees operate CCHSG Trading Ltd on which the principal and five trustees act as directors.

The Trust or members of it do not have a controlling influence over any other organisation apart from those mentioned above.

The Colchester County High School for Girls School Private Fund supports the school and shares similar charitable aims, as does the Parent Teacher Association. Both are registered charities.

Objectives and Activities

a. OBJECTS AND AIMS

The principal object of the Academy is to advance for the public benefit education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum, with an emphasis on science and languages, and in doing so it meets the requirements of its Funding Agreement.

The Academy Trust's principal aim is to provide, for the public benefit, outstanding education to able students between the ages of 11 and 19. This enables the students to achieve outstanding academic results.

The mission of this Academy is to prepare resilient and responsible leaders for the future, who are able to compete in a global economy. We promote high aspiration, ambition and excellence.

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2015

We aim to:

- enable students to cope emotionally, physically and spiritually with the pressures and demands of life;
- provide a broad, well-balanced and personalised curriculum; and
- provide the highest quality education for able students, to enable them to achieve excellence in public examinations.

It is central to the philosophy of this school that our students will:

- learn in an orderly, disciplined atmosphere, following the Code of Conduct;
- develop the capacity for creative, independent thought and problem-solving;
- be able to communicate ideas in English and at least one modern foreign language;
- develop appropriate technological skills;
- understand our economic and political environment;
- become effective citizens who have developed sound judgement, maturity and compassion;
- understand and respect social, moral and spiritual values in a multi-cultural society and take part in cultural activities;
- appreciate and understand the environment; and
- become caring individuals who are valued and feel safe and secure.

Achievements and performance

a. KEY FINANCIAL PERFORMANCE INDICATORS

The total number of students on roll in the year ended 31 August 2015 numbered 784. The academy had a Published Admissions Number (PAN) of 140 for September 2014, (however, from 1 September 2015 the PAN has increased to 160). As a selective school all places in Year 7 are filled each year, so pupil numbers in Years 7-11 remain relatively stable, in turn providing financial stability. The 784 students included 224 Sixth Form students; here the academy aims to recruit around 120 each year, but this is subject to greater fluctuation.

Income

| | |
|--|-------------------------------|
| General annual grant (GAG) Income: | £3,909,845 (2014: £4,084,450) |
| Total income (excluding capital): | £4,469,482 (2014: £4,565,699) |
| Total expenditure (excluding capital): | £4,888,778 (2014: £4,096,982) |
| Capital expenditure: | £212,215 (2014: £503,178) |

Pupil Ratios

| | |
|----------------------------------|-----------------------|
| • GAG income per pupil: | £4,987 (2014: £5,210) |
| • Total income per pupil: | £5,701 (2014: £5,824) |
| • Total expenditure per pupil: | £6,236 (2014: £5,226) |
| • Capital expenditure per pupil: | £271 (2014: £642) |

Staffing Ratios. In a school, where the aim is to provide a high quality education to young people, staff costs will be a relatively high proportion of income and expenditure.

| | |
|---|-------------------------------|
| • Total staff costs: | £3,152,993 (2014: £3,161,937) |
| • Staff costs as a percentage of GAG income: | 80.6% (2014: 77.4%) |
| • Staff costs as a percentage of total income (excluding capital): | 70.5% (2014: 69.3%) |
| • Staff costs as a percentage of total expenditure (excluding capital): | 64.5% (2014: 77.2%) |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2015

b. GOING CONCERN

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

FINANCIAL REVIEW

Most of the Academy's income is obtained from the Education Funding Agency (EFA) in the form of recurrent grants, the use of which is restricted to particular purposes. These grants received from the EFA during the year ended 31 August 2015 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The Academy also has been in receipt of capital grants for building from the EFA through the Academy Capital Maintenance Fund (ACMF). In accordance with the SORP 2014, such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund, except where they are used for maintenance. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2015, the total expenditure of £5,100,993 (2014: £4,600,160) - all of which was spent in furtherance of the academy's object - was more than covered by recurrent grant funding from the EFA together with other incoming resources. The excess of income over expenditure for the year (excluding restricted fixed asset funds and the pension scheme deficit) was £239,353 (2013: £132,254).

At 31 August 2015 the Net Book Value of fixed assets was £11,661,275 (2014: £11,745,588) and movements in tangible fixed assets are shown in Note 15 to the Financial Statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

In accordance with FRS17, the Academy received an actuarial assessment of the pension scheme. The deficit balance is included within the balance sheet as at 31 August 2015 and supporting notes to the accounts, Note 25.

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2015

a. RESERVES POLICY

The governors review the reserve levels of the academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. They are committed to maintaining a reserve sufficient to cover between one and two months' salary and allow the academy to cope with any projected deficits for the foreseeable future.

The academy held fund balances of £11,221,939 at 31 August 2015 (2014: £10,866,864), made up as follows:

- Unrestricted funds of £196,628 (2014: £106,109) are held as a general reserve to provide sufficient working capital to cover delays between spending and receipt of grants and as such a cushion to deal with unexpected emergencies. These funds will also help to protect the academy from the impact of the reducing future funding detailed above.
- Restricted general funds of £561,581 (2014: £203,167) comprising of GAG.
- Restricted fixed asset funds of £11,679,730 (2014: £11,745,588) comprising land & buildings and other capital assets £10,367,494 (2014: £10,563,807), DfE/EFA capital grants £938,432 (2014: £201,695).
- Restricted pension fund deficit of £1,216,000 (2014: £1,188,000). This liability does not have an immediate cash flow impact but as the deficit increases or decreases over time, so the contributions made towards it will increase or decrease.

b. INVESTMENT POLICY

The academy seeks to maximise returns from its investments, but with the overriding consideration being minimising risk and maintaining flexibility and access to funds. Balances on current account are swept to an interest earning deposit account on a daily basis.

c. PRINCIPAL RISKS AND UNCERTAINTIES

The Academy is subject to a number of risks and uncertainties, in common with other academies. It has in place procedures to identify and mitigate financial risks, and these are explained further in the Risk Management section of this report and in the Governance Statement.

A significant number of the Academy's staff belong to the Local Government Pension Scheme, which results in the recognition of a significant pension reserve within the balance sheet as detailed in Notes 19 and 25.

The Trustees have assessed the principal risks and uncertainties facing the Academy Trust as:

- Non-compliance with safeguarding legislation.
- Ofsted rating lower than 'Outstanding' following an inspection.
- Sixth Form student intake numbers below expectations.
- Budget, financial and accounting information and processes not robust.
- Inadequate supply, recruitment, induction and development of appropriately qualified/experienced staff.
- Inadequate development and execution of facilities plans.
- Inadequate consideration of health and safety of students, staff, contractors and the public whilst on Academy premises and school trips.
- Changes in Government policy in relation to academies generally, and selective grammar schools specifically.

All these (and other lesser) risks are captured in the academy's risk register, with clear ownership of both risk and mitigation, with review of risks being a standing agenda item for meetings of both the Full Governing Body and its subordinate committees.

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2015

Notwithstanding the successful financial outcome of this year, the financial outlook continues to be uncertain with a combination of ongoing changes in both income and expenditure resulting in a challenging future.

The school's principal income will continue to be provided by the Education Funding Agency, based upon formulae agreed through the Essex Schools Forum; this was fully reviewed for 2014/15

FUNDS HELD AS CUSTODIAN

There are no funds held as custodian trustee on behalf of others.

AUDITOR

The auditor, Larking Gowen Ltd, has continued as auditor to the charitable company during the year.

Insofar as the governors are aware:

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

This report was approved by order of the board of trustees on 2 December 2015 and signed on the board's behalf by:



.....
Allan Blundell
Chair of Governors

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

GOVERNANCE STATEMENT

As governors, we acknowledge we have overall responsibility for ensuring that Colchester County High School for Girls Academy Trust 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 Headteacher, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the Funding Agreement between Colchester County High School for Girls Academy Trust and the Secretary of State for Education. The Headteacher is 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 6 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 |
|---|-------------------|-------------------|
| Mr A Blundell (Chair) | 4 | 6 |
| Mr M Ager | 6 | 6 |
| Mr M Albano | 3 | 6 |
| Mrs J Blaxill | 6 | 6 |
| Miss E Brown | 3 | 6 |
| Mr A Charnock (appointed 18 March 15) | 3 | 3 |
| Mrs T Clements | 0 | 0 |
| Mr R Cooke | 5 | 6 |
| Prof M Fasli | 2 | 6 |
| Mr K Grinsted (Responsible Officer - Resigned 17 July 15) | 3 | 5 |
| Dr E Gwyther | 6 | 6 |
| Mr M Hart | 6 | 6 |
| Mrs M Illsley | 6 | 6 |
| Mr L Jones | 6 | 6 |
| Mrs E McClelland (resigned 30 January 15) | 2 | 2 |
| Mr I Mosley (appointed 8 October 15) | 6 | 6 |
| Miss D Murison (appointed 22 November 14) | 5 | 5 |
| Dr A Oshisanwo | 4 | 6 |
| Mr B Russell (term ended 21 November 14) | 1 | 1 |
| Mrs Z Thompson-Arnold | 3 | 6 |
| Mrs S Stinson (appointed 1 February 15) | 3 | 4 |
| Mrs G Marshall, Head Teacher & Accounting Officer | 5 | 6 |

The Finance & Audit Committee is a sub-committee of the main Governing Body. Its purpose is to fulfil the following responsibilities:

- the initial review and recommendation of the annual budget;
- the regular monitoring of actual expenditure and income against budget;
- ensuring that annual accounts are produced in accordance with statutory and DfE guidance; and
- reviewing the reports of the Responsible Officer and external auditor on the effectiveness of the financial procedures and controls and monitoring compliance with any recommendations.

Attendance at meetings in the year was as follows:

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

GOVERNANCE STATEMENT (continued)

| Trustee | Meetings attended | Out of a possible |
|---|-------------------|-------------------|
| Mr M Ager (Chair) | 6 | 6 |
| Mr M Albano | 3 | 6 |
| Mr A Blundell | 5 | 6 |
| Dr E Gwyther (staff governor) | 6 | 6 |
| Mr L Jones | 5 | 6 |
| Miss D Murison (staff governor) | 5 | 5 |
| Mr B Russell (staff governor) | 1 | 1 |
| Mrs G Marshall (Headteacher & Accounting Officer) | 4 | 6 |
| Mrs Z Thompson-Arnold | 4 | 5 |

REVIEW OF VALUE FOR MONEY

As accounting officer, the Headteacher has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The accounting officer considers how the trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where available. The accounting officer for the academy trust has delivered improved value for money during the year by:

- Reviewing and restructuring the support staff regime and functions within the school
- Regularly reviewing the teaching regime within the school
- Instigating regular reviews of service contracts

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 Colchester County High School for Girls for the year 1 September 2014 to 31 August 2015 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 2014 to 31 August 2015 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;

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

GOVERNANCE STATEMENT (continued)

- regular reviews by the Finance & Audit Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- 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 not to appoint an internal auditor. However, the Trustees have appointed Mr K Grinsted, a Trustee, as Responsible Officer (RO).

The RO's role includes giving advice on financial matters and performing a range of checks on the academy's financial systems. To assist with this role governors have procured the Academy Trust's external auditor, Larking Gowen Ltd, to undertake a supplementary programme of work and provide a written report providing feedback on how the Academy Trust's financial affairs are being discharged.

The RO 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 Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the 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 Finance & Audit 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 2 December 2015 and signed on its behalf, by:



.....
Allan Blundell
Chair of Governors



.....
Gillian Marshall
accounting officer

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Colchester County High School for Girls 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 (2014).

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.

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



.....
Gillian Marshall
Accounting Officer

Date: 02 December 2015

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

TRUSTEES' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 AUGUST 2015

The Trustees (who act as governors of Colchester County High School for Girls Academy Trust 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 (EFA), 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 governors 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;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the 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 the financial statements may differ from legislation in other jurisdictions.

Approved by order of the members of the board of trustees on 2 December 2015 and signed on its behalf by:



.....
Mr A Blundell
Chair of Governors

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

We have audited the financial statements of Colchester County High School for Girls for the year ended 31 August 2015 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 2014 to 2015 issued by the Education Funding Agency.

This report is made solely to the academy's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the academy's members 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 academy and its members, 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 academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

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.

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 2015 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 2014 to 2015 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 for the financial year for which the financial statements are prepared is consistent with the financial statements.

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

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.



Julie Grimmer FCA DChA (Senior statutory auditor)

for and on behalf of

Larking Gowen

Chartered Accountants
Statutory Auditors

Colchester
7 December 2015

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS AND THE EDUCATION FUNDING AGENCY

In accordance with the terms of our engagement letter dated 12 September 2013 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2014 to 2015, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Colchester County High School for Girls during the year 1 September 2014 to 31 August 2015 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 Colchester County High School for Girls and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Colchester County High School for Girls 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 Colchester County High School for Girls and EFA, for our work, for this report, or for the conclusion we have formed.

RESPECTIVE RESPONSIBILITIES OF COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT

The accounting officer is responsible, under the requirements of Colchester County High School for Girls's funding agreement with the Secretary of State for Education dated 1 October 2011, and the Academies Financial Handbook extant from 1 September 2014, 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 2014 to 2015. 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 2014 to 31 August 2015 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 2014 to 2015 issued by 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.

In planning and conducting our work we had due regard to professional guidance, including the Academies Accounts Direction 2014 and the ICAEW Assurance Sourcebook. The work undertaken to draw to our conclusion, includes, but is not limited to:

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS AND THE EDUCATION FUNDING AGENCY (continued)

APPROACH (CONTINUED)

- Enquiry of senior management and the Academy's Governors.
- Inspection and review of the accounting records, meeting minutes, prior year regularity report, internal control procedures, management representations and declarations of interest.
- Observation and re-performance of the financial controls.
- Review of the results of the Academy's process of independent checking of financial controls, systems, transactions and risks.

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 2014 to 31 August 2015 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Larking Gowen

Chartered Accountants
Statutory Auditors

Colchester

7 December 2015

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

STATEMENT OF FINANCIAL ACTIVITIES
(incorporating income and expenditure account and statement of total recognised gains and losses)
FOR THE YEAR ENDED 31 AUGUST 2015

| | Note | Unrestricted funds 2015 £ | Restricted funds 2015 £ | Restricted fixed asset funds 2015 £ | Total funds 2015 £ | <i>Total funds 2014 £</i> |
|--|-------------|--|--|--|---------------------------------------|---------------------------------------|
| INCOMING RESOURCES | | | | | | |
| Incoming resources from generated funds: | | | | | | |
| Voluntary income | 2 | 43,716 | - | - | 43,716 | 37,086 |
| Activities for generating funds | 3 | 410,741 | 46,462 | - | 457,203 | 401,892 |
| Investment income | 4 | 1,732 | - | - | 1,732 | 1,873 |
| Incoming resources from charitable activities | 5 | - | 4,714,012 | 197,405 | 4,911,417 | 4,326,543 |
| TOTAL INCOMING RESOURCES | | 456,189 | 4,760,474 | 197,405 | 5,414,068 | 4,767,394 |
| RESOURCES EXPENDED | | | | | | |
| Charitable activities | 8, 9 | 3,858 | 4,434,943 | 285,574 | 4,724,375 | 4,256,895 |
| Governance costs | 6 | - | 14,806 | - | 14,806 | 13,306 |
| Other resources expended | 7 | 361,812 | - | - | 361,812 | 329,959 |
| TOTAL RESOURCES EXPENDED | 10 | 365,670 | 4,449,749 | 285,574 | 5,100,993 | 4,600,160 |
| NET INCOMING RESOURCES BEFORE TRANSFERS | | 90,519 | 310,725 | (88,169) | 313,075 | 167,234 |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

STATEMENT OF FINANCIAL ACTIVITIES (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

| | Note | Unrestricted funds 2015 £ | Restricted funds 2015 £ | Restricted fixed asset funds 2015 £ | Total funds 2015 £ | Total funds 2014 £ |
|---|------|------------------------------------|----------------------------------|---|-----------------------------|-----------------------------|
| Transfers between Funds | 22 | - | (22,312) | 22,312 | - | - |
| NET INCOME FOR THE YEAR | | 90,519 | 288,413 | (65,857) | 313,075 | 167,234 |
| Actuarial gains/(losses) on defined benefit pension schemes | | - | 42,000 | - | 42,000 | 203,000 |
| NET MOVEMENT IN FUNDS FOR THE YEAR | | 90,519 | 330,413 | (65,857) | 355,075 | 370,234 |
| <i>Total funds at 1 September 2014</i> | | <i>106,109</i> | <i>(984,832)</i> | <i>11,745,587</i> | <i>10,866,864</i> | <i>10,496,630</i> |
| TOTAL FUNDS AT 31 AUGUST 2015 | | 196,628 | (654,419) | 11,679,730 | 11,221,939 | 10,866,864 |

All activities relate to continuing operations.

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

The notes on pages 23 to 42 form part of these financial statements.

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS
REGISTERED NUMBER: 07755713

BALANCE SHEET
AS AT 31 AUGUST 2015

| | Note | £ | 2015 £ | £ | 2014 £ |
|---|------|------------------|--------------------------|----------------|--------------------------|
| FIXED ASSETS | | | | | |
| Tangible assets | 16 | | 11,661,274 | | 11,745,588 |
| Investments | 17 | | 1 | | - |
| | | | <u>11,661,275</u> | | <u>11,745,588</u> |
| CURRENT ASSETS | | | | | |
| Stocks | 18 | 5,465 | | 1,153 | |
| Debtors | 19 | 120,452 | | 174,734 | |
| Cash at bank and in hand | | 764,768 | | 395,430 | |
| Cash at bank - Unspent committed capital | 20 | 600,065 | | - | |
| | | <u>1,490,750</u> | | <u>571,317</u> | |
| CREDITORS: amounts falling due within one year | 21 | (714,086) | | (262,041) | |
| NET CURRENT ASSETS | | | <u>776,664</u> | | <u>309,276</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | <u>12,437,939</u> | | <u>12,054,864</u> |
| Defined benefit pension scheme liability | 28 | | (1,216,000) | | (1,188,000) |
| NET ASSETS INCLUDING PENSION SCHEME LIABILITY | | | <u><u>11,221,939</u></u> | | <u><u>10,866,864</u></u> |
| FUNDS OF THE ACADEMY | | | | | |
| Restricted funds: | | | | | |
| Restricted funds | 22 | 561,581 | | 203,168 | |
| Pension reserve | 22 | (1,216,000) | | (1,188,000) | |
| Restricted fixed asset funds | 22 | 11,679,730 | | 11,745,587 | |
| Total restricted funds | | | <u>11,025,311</u> | | <u>10,760,755</u> |
| Unrestricted funds | 22 | | <u>196,628</u> | | <u>106,109</u> |
| TOTAL FUNDS | | | <u><u>11,221,939</u></u> | | <u><u>10,866,864</u></u> |

The financial statements were approved by the Trustees, and authorised for issue, on 02 December 2015 and are signed on their behalf, by:



Mr A Blundell
Chair of Trustees

The notes on pages 23 to 42 form part of these financial statements.

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015**

| | Note | 2015 £ | 2014 £ |
|---|------|----------------|-----------------|
| Net cash flow from operating activities | 24 | 230,500 | 219,326 |
| Returns on investments and servicing of finance | 25 | 1,732 | 1,873 |
| Capital expenditure and financial investment | 25 | 726,216 | (301,483) |
| Acquisitions and disposals | 25 | 10,955 | - |
| INCREASE/(DECREASE) IN CASH IN THE YEAR | | 969,403 | (80,284) |

**RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS
FOR THE YEAR ENDED 31 AUGUST 2015**

| | 2015 £ | 2014 £ |
|--|------------------|-----------------|
| Increase/(Decrease) in cash in the year | 969,403 | (80,284) |
| MOVEMENT IN NET FUNDS IN THE YEAR | 969,403 | (80,284) |
| Net funds at 1 September 2014 | 395,430 | 475,714 |
| NET FUNDS AT 31 AUGUST 2015 | 1,364,833 | 395,430 |

The notes on pages 23 to 42 form part of these financial statements.

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2015

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 2014 to 2015 issued by EFA, applicable accounting standards and the Companies Act 2006.

Group accounts have not been prepared as the charity's subsidiary is permitted to be excluded from group accounts by virtue of sections 402 and 405 of the Companies Act 2006 since its inclusion is not material for the purpose of giving a true and fair view. These financial statements therefore present information about the charity as an individual undertaking and not about its group.

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 Education Funding Agency and Department for Education.

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. For legacies, entitlement is the earlier of the academy being notified of an impending distribution or the legacy being received.

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.

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2015

1. ACCOUNTING POLICIES (continued)

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.

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.

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 £2,000 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.

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2015

1. ACCOUNTING POLICIES (continued)

Tangible fixed assets are stated at cost less depreciation. Depreciation is not charged on freehold land. Depreciation on other tangible fixed assets is provided at rates calculated to write off the cost of those assets, less their estimated residual value, over their expected useful lives on the following bases:

| | | |
|--|---|--|
| Buildings | - | 2% straight line |
| Swimming pool enclosure, gym and hall roof | - | 6.67% straight line |
| Furniture and equipment | - | 20% straight line |
| Computer equipment and software | - | 20% and 33% straight line respectively |

1.7 Investments

Investments in subsidiaries are stated at cost at the balance sheet date.

1.8 Leased assets

Rentals under operating leases are charged on a straight-line basis over the lease term.

1.9 Stocks

Uniform stock is valued at the lower of cost and net realisable value.

1.10 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.

1.11 Pensions Benefits

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 28, 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.

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

1. ACCOUNTING POLICIES (continued)

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 2015 £ | Restricted funds 2015 £ | Total funds 2015 £ | Total funds 2014 £ |
|-----------------------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Donations from trading subsidiary | 8,838 | - | 8,838 | - |
| Other donations | 34,878 | - | 34,878 | 37,086 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| Voluntary income | 43,716 | - | 43,716 | 37,086 |
| | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> |

3. ACTIVITIES FOR GENERATING FUNDS

| | Unrestricted funds 2015 £ | Restricted funds 2015 £ | Total funds 2015 £ | Total funds 2014 £ |
|---|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Hire of facilities | 12,267 | - | 12,267 | 6,623 |
| Subject sales | 21,795 | - | 21,795 | 12,421 |
| Charges for additional education services | 35,229 | 1,350 | 36,579 | 22,725 |
| Equipment sales | 108 | - | 108 | 6,043 |
| Catering income | 232,336 | 10,234 | 242,570 | 208,031 |
| Trip income | 109,006 | 34,878 | 143,884 | 146,049 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| | 410,741 | 46,462 | 457,203 | 401,892 |
| | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

4. INVESTMENT INCOME

| | Unrestricted funds 2015 £ | Restricted funds 2015 £ | Total funds 2015 £ | Total funds 2014 £ |
|---------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Short term deposits | 1,732 | - | 1,732 | 1,873 |
| | <u>1,732</u> | <u>-</u> | <u>1,732</u> | <u>1,873</u> |

5. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

| | Unrestricted funds 2015 £ | Restricted funds 2015 £ | Total funds 2015 £ | Total funds 2014 £ |
|-------------------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| DfE/EFA revenue grants | | | | |
| General Annual Grant (GAG) | - | 3,909,845 | 3,909,845 | 4,084,451 |
| DfE/EFA capital grants | - | 944,586 | 944,586 | 201,695 |
| Other EFA / government grants | - | 56,986 | 56,986 | 40,397 |
| | <u>-</u> | <u>4,911,417</u> | <u>4,911,417</u> | <u>4,326,543</u> |

6. GOVERNANCE COSTS

| | Unrestricted funds 2015 £ | Restricted funds 2015 £ | Total funds 2015 £ | Total funds 2014 £ |
|-----------------------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Governance Auditors' remuneration | - | 7,921 | 7,921 | 8,505 |
| Governors' reimbursed expenses | - | 699 | 699 | 1,245 |
| Legal and professional fees | - | 6,186 | 6,186 | 3,556 |
| | <u>-</u> | <u>14,806</u> | <u>14,806</u> | <u>13,306</u> |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

7. COSTS OF GENERATING FUNDS

| | Unrestricted funds 2015 £ | Restricted funds 2015 £ | Total funds 2015 £ | Total funds 2014 £ |
|-------------------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Catering supplies | 133,183 | - | 133,183 | 113,935 |
| Subject sales supplies | 17,283 | - | 17,283 | 10,152 |
| Trips and travel | 141,986 | - | 141,986 | 144,324 |
| Catering - wages and salaries | 60,708 | - | 60,708 | 53,691 |
| Catering - NI | 310 | - | 310 | 358 |
| Catering - pension costs | 8,342 | - | 8,342 | 7,499 |
| | <u>361,812</u> | <u>-</u> | <u>361,812</u> | <u>329,959</u> |

8. DIRECT COSTS

| | Total 2015 £ | Total 2014 £ |
|----------------------------|--------------------|--------------------|
| Pension income | 38,000 | 57,000 |
| Depreciation | 285,573 | 273,814 |
| Educational supplies | 91,668 | 87,798 |
| Examination fees | 111,091 | 112,622 |
| Staff development | 14,633 | 13,865 |
| Educational consultancy | 19,483 | 19,446 |
| Pupil transport | 889 | - |
| Special facilities | 1,523 | 3,279 |
| Other direct costs | 16,563 | 17,329 |
| Supply teacher costs | 21,930 | 59,699 |
| Indirect employee expenses | 41,274 | 57,226 |
| Wages and salaries | 1,972,916 | 1,948,350 |
| National insurance | 158,070 | 153,462 |
| Pension cost | 294,889 | 301,594 |
| | <u>3,068,502</u> | <u>3,105,484</u> |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

9. SUPPORT COSTS

| | Total 2015 £ | Total 2014 £ |
|---------------------------------------|-----------------------------|-----------------------------|
| Agency support staff costs | 17,807 | - |
| Pupil recruitment and support | 42,689 | 46,102 |
| Maintenance of premises and equipment | 633,800 | 142,495 |
| Cleaning | 70,485 | 62,819 |
| Rates and water | 30,111 | 30,386 |
| Insurance | 32,180 | 32,101 |
| Travel and subsistence | 1,794 | 2,429 |
| Catering | 13,936 | 18,821 |
| Bank interest and charges | 5,579 | 4,376 |
| Heat and light | 64,912 | 63,951 |
| Technology | 69,510 | 71,166 |
| Supplies, printing and telephone | 48,339 | 62,370 |
| Professional services | 30,174 | 21,614 |
| Indirect employees expenses | 10,582 | 11,734 |
| Wages and salaries | 475,304 | 472,295 |
| National insurance | 21,612 | 22,775 |
| Pension cost | 87,059 | 85,977 |
| | 1,655,873 | 1,151,411 |

10. RESOURCES EXPENDED

| | Staff costs 2015 £ | Non Pay Expenditure Other costs 2015 £ | Total 2015 £ | Total 2014 £ |
|---|-----------------------------------|---|-----------------------------|-----------------------------|
| Direct costs (see note 8) | 2,489,076 | 579,426 | 3,068,502 | 3,105,484 |
| Support costs (see note 9) | 594,557 | 1,061,316 | 1,655,873 | 1,151,411 |
| Charitable activities | 3,083,633 | 1,640,742 | 4,724,375 | 4,256,895 |
| Governance (see note 6) | - | 14,806 | 14,806 | 13,306 |
| Costs of generating funds (see note 7) | 69,360 | 292,452 | 361,812 | 329,959 |
| | 3,152,993 | 1,948,000 | 5,100,993 | 4,600,160 |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

11. NET INCOMING RESOURCES

This is stated after charging:

| | 2015 £ | 2014 £ |
|--|----------------|----------------|
| Depreciation of tangible fixed assets: | | |
| - owned by the charity | 285,574 | 273,814 |
| Auditors' remuneration | 6,250 | 6,250 |
| Auditors' remuneration - non-audit | 1,671 | 2,255 |
| Operating leases | - | 712 |
| | <u>293,495</u> | <u>282,931</u> |

12. STAFF

a. Staff costs

Staff costs were as follows:

| | 2015 £ | 2014 £ |
|-------------------------------|------------------|------------------|
| Wages and salaries | 2,508,928 | 2,474,335 |
| Social security costs | 179,991 | 176,595 |
| Other pension costs (Note 28) | 390,288 | 395,070 |
| | <u>3,079,207</u> | <u>3,046,000</u> |
| Indirect employee expenses | 51,856 | 56,238 |
| Supply teacher costs | 21,930 | 59,699 |
| | <u>3,152,993</u> | <u>3,161,937</u> |

b. Staff numbers

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

| | 2015 No. | 2014 No. |
|----------------------------|-------------|-------------|
| Teachers | 42 | 42 |
| Administration and support | 30 | 30 |
| Management | 7 | 6 |
| | <u>79</u> | <u>78</u> |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

12. STAFF (continued)

c. Higher paid staff

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

| | 2015 No. | 2014 No. |
|-------------------------------|---------------------|---------------------|
| In the band £60,001 - £70,000 | 2 | 1 |
| In the band £70,001 - £80,000 | 0 | 1 |
| In the band £80,001 - £90,000 | 1 | 0 |

The three (2014: two) above employees participated in the Teachers' Pension Scheme. During the period ended 31 August 2015, pension contributions for these staff amounted to £29,464 (2014: £19,885).

13. TRUSTEES' REMUNERATION AND EXPENSES

One or more Trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The Principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and other staff members under their contracts of employment, and not in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows:

| | 2015 Remuneration £ | 2015 Pension contributions £ | 2014 Remuneration £ | 2014 Pension contributions £ |
|--|------------------------------------|---|------------------------------------|---|
| Mrs G Marshall, Head Teacher, Accounting Officer & Finance and Audit Committee | 85-90 | 10-15 | 75-80 | 10-15 |
| Mr B Russell, Staff Governor & Finance and Audit Committee | 40-45 | 5-10 | 40-45 | 5-10 |
| Dr E Gwyther, Staff Governor & Finance and Audit Committee | 35-40 | 5-10 | 35-40 | 5-10 |
| Mrs E McClelland, Staff Governor | 5-10 | 0-5 | 20-25 | 0-5 |
| Miss D Murison, Staff Governor | 20-25 | 0-5 | - | - |
| Mrs S Stinson, Staff Governor | 15-20 | 0-5 | - | - |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

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 £5,000,000 on any one claim and the cost for the year ended 31 August 2015 was £1,128 (2014 - £1,163). The cost of this insurance is included in the total insurance cost.

15. OTHER FINANCE INCOME

| | 2015 £ | 2014 £ |
|--|-----------------|-----------------|
| Expected return on pension scheme assets | 36,000 | 25,000 |
| Interest on pension scheme liabilities | (74,000) | (82,000) |
| | <u>(38,000)</u> | <u>(57,000)</u> |

16. TANGIBLE FIXED ASSETS

| | Freehold property £ | Furniture and equipment £ | Computer equipment £ | Assets under constructio n £ | Total £ |
|--------------------------|---------------------------|------------------------------------|----------------------------|--|-------------------|
| Cost | | | | | |
| At 1 September 2014 | 11,701,528 | 178,232 | 197,327 | 399,992 | 12,477,079 |
| Additions | 18,946 | - | 56,768 | 136,501 | 212,215 |
| Write off of asset | - | - | - | (10,955) | (10,955) |
| Transfer between classes | 520,953 | - | - | (520,953) | - |
| At 31 August 2015 | <u>12,241,427</u> | <u>178,232</u> | <u>254,095</u> | <u>4,585</u> | <u>12,678,339</u> |
| Depreciation | | | | | |
| At 1 September 2014 | 530,697 | 93,620 | 107,174 | - | 731,491 |
| Charge for the year | 210,403 | 32,064 | 43,107 | - | 285,574 |
| At 31 August 2015 | <u>741,100</u> | <u>125,684</u> | <u>150,281</u> | <u>-</u> | <u>1,017,065</u> |
| Net book value | | | | | |
| At 31 August 2015 | <u>11,500,327</u> | <u>52,548</u> | <u>103,814</u> | <u>4,585</u> | <u>11,661,274</u> |
| At 31 August 2014 | <u>11,170,831</u> | <u>84,612</u> | <u>90,153</u> | <u>399,992</u> | <u>11,745,588</u> |

Included in land and buildings is freehold land of £2,495,000 (2014 - £2,495,000) which is not depreciated.

Assets under construction include planning fees in relation to the construction of new classrooms.

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

17. FIXED ASSET INVESTMENTS

| | Shares in group undertakings £ |
|---------------------|---|
| Cost | |
| At 1 September 2014 | - |
| Additions | 1 |
| | <hr/> |
| At 31 August 2015 | 1 |
| | <hr/> <hr/> |

Subsidiary undertakings

The following were subsidiary undertakings of the company:

| Name | Holding |
|-----------------------|---------|
| CCHSG Trading Limited | 100% |

The aggregate of the share capital and reserves as at 31 August 2015 and of the profit or loss for the year ended on that date for the subsidiary undertakings were as follows:

| Name | Aggregate of share capital and reserves £ | Profit/(loss) £ |
|-----------------------|--|--------------------|
| CCHSG Trading Limited | 1 | - |
| | <hr/> <hr/> | <hr/> <hr/> |

Investments at market value comprise:

| | 2015 £ |
|-------|-------------|
| Group | 1 |
| | <hr/> <hr/> |

All the fixed asset investments are held in the UK

18. STOCKS

| | 2015 £ | 2014 £ |
|-------------------------|-------------|-------------|
| Items for subject sales | 5,465 | 1,153 |
| | <hr/> <hr/> | <hr/> <hr/> |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

19. DEBTORS

| | 2015 £ | 2014 £ |
|------------------------------------|----------------|----------------|
| Trade debtors | 4,880 | 265 |
| Amounts owed by group undertakings | 8,838 | - |
| Other debtors | 59,219 | 134,805 |
| Prepayments | 47,516 | 39,664 |
| | <u>120,453</u> | <u>174,734</u> |

20. CASH AT BANK - UNSPENT COMMITTED CAPITAL

During the year the school received £747,182 CIF funding for the replacement of pipework. At the year-end £600,065 remained committed but unspent. Since the year end these funds have been expended in full.

**21. CREDITORS:
Amounts falling due within one year**

| | 2015 £ | 2014 £ |
|------------------------------------|----------------|----------------|
| Trade creditors | 518,836 | 101,251 |
| Other taxation and social security | 53,784 | 50,636 |
| Other creditors | 48,210 | 47,422 |
| Accruals and deferred income | 93,257 | 62,732 |
| | <u>714,087</u> | <u>262,041</u> |

Deferred income

| | |
|--------------------------------------|---------------|
| Deferred income at 1 September 2014 | 39,862 |
| Resources deferred during the year | 57,249 |
| Amounts released from previous years | (39,862) |
| Deferred income at 31 August 2015 | <u>57,249</u> |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

22. STATEMENT OF FUNDS

| | Brought Forward £ | Incoming resources £ | Resources Expended £ | Transfers in/out £ | Gains/ (Losses) £ | Carried Forward £ |
|--|----------------------------------|-------------------------------------|-------------------------------------|-----------------------------------|----------------------------------|----------------------------------|
| Unrestricted funds | | | | | | |
| General Funds - all funds | 106,109 | 456,189 | (365,670) | - | - | 196,628 |
| Restricted funds | | | | | | |
| General Annual Grant (GAG) | 191,963 | 3,944,006 | (3,734,473) | (22,312) | - | 379,184 |
| Other Restricted Funds | 11,205 | 816,468 | (645,276) | - | - | 182,397 |
| Pension reserve | (1,188,000) | - | (70,000) | - | 42,000 | (1,216,000) |
| | (984,832) | 4,760,474 | (4,449,749) | (22,312) | 42,000 | (654,419) |
| Restricted fixed asset funds | | | | | | |
| Restricted Fixed Asset Funds - all funds | 1,181,781 | 197,405 | (89,262) | 22,312 | - | 1,312,236 |
| Inherited fixed asset fund | 10,563,806 | - | (196,312) | - | - | 10,367,494 |
| | 11,745,587 | 197,405 | (285,574) | 22,312 | - | 11,679,730 |
| Total restricted funds | 10,760,755 | 4,957,879 | (4,735,323) | - | 42,000 | 11,025,311 |
| Total of funds | 10,866,864 | 5,414,068 | (5,100,993) | - | 42,000 | 11,221,939 |

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

Fund transfers reflect expenditure on fixed assets from revenue funds.

The General Annual Grant (GAG) represents core funding for the educational activities of the school that has been provided to the academy via the Education Funding Agency by the Department of Education. The GAG fund has been set up because the GAG must be used for the normal running costs of the academy.

The other restricted fund has been created to recognise the restricted grant funding received for capital projects.

The pension reserve has been created to separately identify the pension deficit inherited from the local authority upon conversion to academy status, and through which all the pension scheme movements are recognised.

The restricted fixed assets fund has been set up to recognise the tangible fixed assets gifted to the academy upon conversion by the local authority and also those purchased by the academy following

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

22. STATEMENT OF FUNDS (continued)

conversion that have been funded from GAG and other capital grants. Depreciation charged on those tangible assets is allocated to the fund.

The restricted fixed asset fund represents the total amount of capital grants received. The monies spent on fixed assets and refurbishment works are therefore allocated to this fund. Depreciation charged on fixed asset purchases is allocated to this fund.

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 2015.

SUMMARY OF FUNDS

| | Brought Forward £ | Incoming resources £ | Resources Expended £ | Transfers in/out £ | Gains/ (Losses) £ | Carried Forward £ |
|---------------------------------|----------------------------------|-------------------------------------|-------------------------------------|-----------------------------------|----------------------------------|----------------------------------|
| General funds | 106,109 | 456,189 | (365,670) | - | - | 196,628 |
| Restricted funds | (984,832) | 4,760,474 | (4,449,749) | (22,312) | 42,000 | (654,419) |
| Restricted fixed asset funds | 11,745,587 | 197,405 | (285,574) | 22,312 | - | 11,679,730 |
| | <u>10,866,864</u> | <u>5,414,068</u> | <u>(5,100,993)</u> | <u>-</u> | <u>42,000</u> | <u>11,221,939</u> |

23. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted funds 2015 £ | Restricted funds 2015 £ | Restricted fixed asset funds 2015 £ | Total funds 2015 £ | Total funds 2014 £ |
|---|--|--|--|---------------------------------------|---------------------------------------|
| Tangible fixed assets | - | - | 11,661,274 | 11,661,274 | 11,745,588 |
| Fixed asset investments | - | 1 | - | 1 | - |
| Current assets | 253,878 | 1,218,416 | 18,456 | 1,490,750 | 571,317 |
| Creditors due within one year | (57,250) | (656,836) | - | (714,086) | (262,040) |
| Provisions for liabilities and charges | - | (1,216,000) | - | (1,216,000) | (1,188,000) |
| | <u>196,628</u> | <u>(654,419)</u> | <u>11,679,730</u> | <u>11,221,939</u> | <u>10,866,864</u> |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

24. NET CASH FLOW FROM OPERATING ACTIVITIES

| | 2015 £ | 2014 £ |
|---|----------------|----------------|
| Net incoming resources before revaluations | 313,075 | 167,234 |
| Capital grants from DfE | (938,432) | (201,695) |
| Returns on investments and servicing of finance | (1,732) | (1,873) |
| FRS17 pension cost less contributions payable | 32,000 | 37,000 |
| FRS17 pension finance cost | 38,000 | 57,000 |
| Increase in stocks | (4,312) | (197) |
| (Increase)/decrease in debtors | 63,120 | (74,403) |
| Increase/(decrease) in creditors | 452,045 | (37,554) |
| Increase in amounts owed by group undertakings | (8,838) | - |
| Depreciation of tangible fixed assets | 285,574 | 273,814 |
| Net cash inflow from operations | 230,500 | 219,326 |

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

| | 2015 £ | 2014 £ |
|--|-------------------|-------------------|
| Returns on investments and servicing of finance | | |
| Interest received | 1,732 | 1,873 |
| | 2015 £ | 2014 £ |
| Capital expenditure and financial investment | | |
| Purchase of tangible fixed assets | (212,215) | (503,178) |
| Capital grants from DfE and other capital income | 938,432 | 201,695 |
| Purchase of unlisted and other investments | (1) | - |
| Net cash inflow/(outflow) capital expenditure | 726,216 | (301,483) |
| | 2015 £ | 2014 £ |
| Acquisitions and disposals | | |
| Write off | 10,955 | - |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

26. ANALYSIS OF CHANGES IN NET FUNDS

| | 1 September 2014 £ | Cash flow £ | Other non-cash changes £ | 31 August 2015 £ |
|---------------------------|-----------------------------|----------------|-----------------------------------|------------------------|
| Cash at bank and in hand: | 395,430 | 969,403 | - | 1,364,833 |
| Net funds | 395,430 | 969,403 | - | 1,364,833 |

27. CAPITAL COMMITMENTS

At 31 August 2015 the academy had capital commitments as follows:

| | 2015 £ | 2014 £ |
|---|-----------|-----------|
| Contracted for but not provided in these financial statements | 789,404 | 155,291 |

28. 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 Essex County Council. 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 2010.

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) 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.

Valuation of the Teachers' Pension Scheme

Not less than every four years the Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2015

28. PENSION COMMITMENTS (continued)

of future costs, design of benefits and many other factors. 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% employer administration charge (currently 14.1%);
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%

During the year the employer contribution rate was 14.1%. The TPS valuation for 2012 determined an employer rate of 16.4% from September 2015, which will be payable during the implementation period until the next valuation as at March 2016, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2019.

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

Under the definitions set out in Financial Reporting Standard (FRS 17) Retirement Benefits, the TPS is a multi-employer pension scheme. The academy 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 2015 was £144,000, of which employer's contributions totalled £111,000 and employees' contributions totalled £33,000. The agreed contribution rates for future years are 12.3% for employers and tiered contribution% 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:

| | 2015 £ | 2014 £ |
|-------------------------------------|--------------------|--------------------|
| Present value of funded obligations | (2,011,000) | (1,794,000) |
| Fair value of scheme assets | 795,000 | 606,000 |
| Net liability | <u>(1,216,000)</u> | <u>(1,188,000)</u> |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

28. PENSION COMMITMENTS (continued)

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

| | 2015 £ | 2014 £ |
|----------------------------------|------------------|------------------|
| Current service cost | (143,000) | (143,000) |
| Interest on obligation | (74,000) | (82,000) |
| Expected return on scheme assets | 36,000 | 25,000 |
| Total | (181,000) | (200,000) |

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

| | 2015 £ | 2014 £ |
|---|------------------|------------------|
| Opening defined benefit obligation | 1,794,000 | 1,667,000 |
| Current service cost | 143,000 | 143,000 |
| Interest cost | 74,000 | 82,000 |
| Contributions by scheme participants | 33,000 | 32,000 |
| Actuarial Gains | (45,000) | (128,000) |
| Benefits paid | 12,000 | (2,000) |
| Closing defined benefit obligation | 2,011,000 | 1,794,000 |

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

| | 2015 £ | 2014 £ |
|-------------------------------------|----------------|----------------|
| Opening fair value of scheme assets | 606,000 | 370,000 |
| Expected return on assets | 36,000 | 25,000 |
| Actuarial gains and (losses) | (3,000) | 75,000 |
| Contributions by employer | 111,000 | 106,000 |
| Contributions by employees | 33,000 | 32,000 |
| Benefits paid | 12,000 | (2,000) |
| Total | 795,000 | 606,000 |

The cumulative amount of actuarial gains and losses recognised in the Statement of total recognised gains and losses was £NIL (2014 - £NIL).

The academy expects to contribute £NIL to its Defined benefit pension scheme in 2016.

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

| | 2015 | 2014 |
|--|--------|--------|
| Discount rate for scheme liabilities | 4.00 % | 3.90 % |
| Rate of increase in salaries | 4.40 % | 4.40 % |
| Rate of increase for pensions in payment / inflation | 2.60 % | 2.60 % |
| Inflation assumption (CPI) | 2.60 % | 2.60 % |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

28. 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:

| | 2015 | 2014 |
|----------------------|-------------------|-------------|
| Retiring today | | |
| Males | 22.8 years | 22.7 years |
| Females | 25.2 years | 25.1 years |
| Retiring in 20 years | | |
| Males | 25.1 years | 24.9 years |
| Females | 27.6 years | 27.4 years |

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

Defined benefit pension schemes

| | 2015 | 2014 | 2013 |
|--|--------------------|-------------|-------------|
| | £ | £ | £ |
| Defined benefit obligation | (2,011,000) | (1,794,000) | (1,667,000) |
| Scheme assets | 795,000 | 606,000 | 370,000 |
| Deficit | (1,216,000) | (1,188,000) | (1,297,000) |
| Experience adjustments on scheme liabilities | 45,000 | 128,000 | (91,000) |
| Experience adjustments on scheme assets | (3,000) | 75,000 | 29,000 |

29. OPERATING LEASE COMMITMENTS

At 31 August 2015 the Academy had annual commitments under non-cancellable operating leases as follows:

| | 2015 | 2014 |
|--|-------------|-------------|
| | £ | £ |
| Expiring within two and five years inclusive | - | 712 |

COLCHESTER COUNTY HIGH SCHOOL FOR GIRLS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2015

30. 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 are conducted at arm's length and in accordance with the academy's financial regulations and normal procurement procedures.

Colchester County High School for Girls School Private Fund supports the school and shares similar charitable aims, as does the Parent Teacher Association. Both are Registered Charities.

The School Fund made donations to the academy totaling £34,176 (2014: £36,136) during the year, including the following:

At 31 August 2015 donations totaling £4,185 (2014: £11,987) had been promised but not yet paid to the academy.

The PTA made donations to the academy totaling £5,977 (2014: £2,334) during the year. There were no amounts outstanding at 31 August 2015 (2014: £nil).

Kent Blaxill & Co Ltd is a local builders' merchant of which the husband of Mrs J Blaxill, a governor, is managing director. Transactions totaling £836 (2014: £3,537), relating mainly to the routine purchase of building supplies and of which the largest was £217, took place in the year. At 31 August 2015 the academy had not settled invoices totaling £99 (2014: £179).

31. TRADING SUBSIDIARY

During the year CCHSG Trading Limited was incorporated (registered company number 09092803) on 19 June 2014. The purpose of this is to allow teachers of Colchester County High School for Girls to train other teachers through a programme called Uteach.