

**THE OLYMPUS ACADEMY TRUST**  
(A company limited by guarantee)

**Annual Report and Financial Statements**

**for the Year Ended 31 August 2014**



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**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Annual Report and Financial Statements**

**Year Ended 31 August 2014**

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# **THE OLYMPUS ACADEMY TRUST**

**(A Company Limited by Guarantee)**

## **Reference and Administrative Details**

**Year Ended 31 August 2014**

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### **Members**

Mr D.J. Raynor (director and original signatory)  
Mr P. Lee (Original signatory)  
Mr I. Brisco (Original signatory)  
Mr R. Jones  
Ms H. Diles  
Mr T. Whittingham  
Mr R. Dingley  
Ms. V. FitzGerald (Ex officio member, chair of directors)

### **Directors**

Mr D. Baker  
Ms V. FitzGerald, Chair  
Mr R. C. Smyth  
Mr D.J. Raynor  
Dr R. A. Collins  
Ms E.T.Y.S. Mockridge  
Ms A. Delyth  
Mr T. Williams  
Ms M. Kitson (resigned 10 December 2014)  
Ms C. Johansen  
Mr P. Tanner  
Ms A. Finn (resigned 3 March 2014)  
Mr P. Haslett (appointed 23 January 2014)  
Ms R. Rahman (appointed 3 March 2014)  
Ms I. Marsden (appointed 23 October 2014)

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**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Reference and Administrative Details (continued)**

**Year Ended 31 August 2014**

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**Senior  
Management  
Team**

Mr D. Baker, Executive Headteacher

Ms J. Anwar, Head of Business and Company Secretary

Ms J. Sutton Kirby, Headteacher Bradley Stoke Community School

Ms R. Raimato, Deputy Headteacher Bradley Stoke Community School  
(resigned 31 August 2014)

Mr P. Lynch, Deputy Headteacher Bradley Stoke Community School  
(appointed 1 September 2014)

Ms J. Mee, Associate Headteacher Abbeywood Community School

Mr I. Williams, Deputy Headteacher Abbeywood Community School

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Reference and Administrative Details (continued)**

**Year Ended 31 August 2014**

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**Registered Office** Bradley Stoke Community School  
Fiddlers Wood Lane  
Bradley Stoke  
Bristol  
BS32 9BS

**Company  
Registration  
Number** 07844791

**Auditor** Burton Sweet Limited  
Senior Statutory Auditor  
Prospect House  
5 May Lane  
Dursley  
Gloucestershire  
GL11 4JH

**Banker** Lloyds Bank plc  
Patchway  
Bristol  
BS34 5JH

**Solicitor** Veale Wasborough Vizard  
Orchard Court  
Orchard Lane  
Bristol  
BS1 5WS

**Actuary** Mercer Ltd  
1 Tower Place  
Tower Place  
London  
EC3R 5BU

# **THE OLYMPUS ACADEMY TRUST**

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

### **Directors' Report**

#### **Year Ended 31 August 2014**

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The directors present their annual report together with the financial statements and auditor's report of the charitable company for the period 1st September 2013 to 31 August 2014. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

The Olympus Academy Trust (Trust) operates two secondary academies in the north Bristol area. At 31st August 2014 the combined academies had 1915 students on roll between the ages of 11 and 19.

### **Structure, Governance and Management**

#### ***Constitution***

The Olympus 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 Trust. The trustees of The Olympus Academy Trust Limited are also the directors of the charitable company for the purposes of company law. The charitable company is known as The Olympus Academy Trust and consists of two academies:

- Bradley Stoke Community School
- Abbeywood Community School

Details of the directors who served during the year are included in the Reference and Administrative Details on pages 1 and 2.

#### ***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.

#### ***Directors' Liability***

In accordance with normal commercial practice, the Trust has purchased insurance to protect its members, directors, local governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provider provides up to £5 million in aggregate claims.

# **THE OLYMPUS ACADEMY TRUST**

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

### **Directors' Report (continued)**

**Year Ended 31 August 2014**

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

On 01 January 2012 the directors appointed those governors who wished to transfer to the Trust and they were formally appointed to be directors and/or members of the Trust. These directors and members were appointed on a term of office ranging between 2 - 4 years to support good succession planning; however, this time limit does not apply to the Executive Headteacher who automatically becomes an Academy Director and remains an ex-officio director for as long as they are in post.

The Trust shall have the following members and/or directors as set out in its Articles of Association and funding agreement:

Members will be appointed under articles 12, 13, 14, 15 and 16.

Subject to Articles 48, 49 and 63, the Company shall have the following Directors:

- The number of Directors shall be not less than three but (unless otherwise determined by ordinary resolution) shall not be subject to any maximum;
- up to 5 Directors, appointed under Article 50;
- any Staff Directors, if appointed under Article 50A;
- Academy Directors appointed under Article 51 or Article 52;
- the Chief Executive Officer;
- a minimum of 2 Parent Directors appointed under Articles 53-56;
- any Additional Directors, if appointed under Article 61, 61A or 67A;
- any Further Directors, if appointed under Article 62 or Article 67A;
- Up to 2 Directors, if appointed by the Secretary of State in accordance with the terms of any of the Relevant Funding Agreements following the provision of a notice by the Company to terminate that Relevant Funding Agreement.

The Company may also have any Co-opted Director appointed under Article 58.

# THE OLYMPUS ACADEMY TRUST

(A Company Limited by Guarantee)

## Directors' Report (continued)

Year Ended 31 August 2014

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### ***Policies and procedures adopted for the induction and training of directors, members and governors***

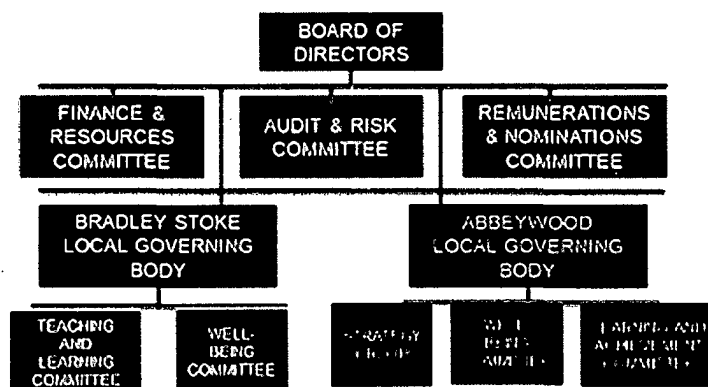
The Trust has a Board, Local Governing Body and Committee Membership Policy and a governance framework structure which sets out the recruitment, induction and training arrangements for its directors and local governors.

The training and induction provided for the Board, governors and committee members helps to ensure that individuals understand their roles and responsibilities and provides a chance to meet senior staff. All directors and governors are provided with remote access to a secure intranet facility where records of all relevant documents, policies, minutes etc. are stored to promote efficient ways of working. A bespoke governance development programme is run throughout the year to allow all directors and governors to meet informally as a whole team for training in order to contribute to the strategic leadership and governance arrangements of the Trust.

### ***Organisational structure***

The board of directors (Board) has responsibility for all academies within the Trust and all committees and local governing bodies are required to report to the Board.

### **Structure of The Olympus Academy Trust**





# **THE OLYMPUS ACADEMY TRUST**

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

### **Directors' Report (continued)**

#### **Year Ended 31 August 2014**

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The board of directors and each of its committees normally meet once each term. The Board has established an overall framework for the governance of the Trust and determines membership, terms of reference and procedures of committees and other groups. It receives reports, including policies from its committees for ratification. It monitors the activities of the committees through reports from the committee Chairs and through the minutes of their meetings.

There are currently three Trust committees and two local governing body committees:

#### Finance and Resources Committee (FRC)

This committee normally meets once each term and its responsibilities are:

- To support the board of directors in ensuring that a framework is established and maintained for optimising the employment of all the resources available to The Trust to enable it to meet its business and financial objectives.
- To ensure that The Trust's framework of financial planning, treasury management, systems and controls is enabling the proper management of the financial resources within the organisation.
- To develop strategies for the employment of staff, communications, procurement, value for money, facilities management, and sustainability.
- To support the board of directors in providing an added level of scrutiny in the monitoring of financial performance across the organisation and the performance of other central and support services.
- To consider and advise the Board on proposals for material or significant events including expansion of the Trust.
- To keep the board of directors regularly informed of the committee's activities and key decisions.

#### Audit and Risk Committee

This committee met three times a year but this increased to once a term from 1st September 2014 and its responsibilities are:

- To monitor and assess the internal controls of The Trust to ensure that the organisation as a whole is operating at appropriate levels of risk and in compliance with the Code of Audit Practice.
  - To take responsibility for external and internal audit matters, oversee the work programme and performance quality of the internal and external audit services.
  - To support the board of directors in ensuring that a framework is established and maintained for the identification and management of risk.
  - To support the board of directors in providing an added level of scrutiny in the monitoring of internal and external audit matters, risk management, fraud prevention and detection, and internal controls and health and safety.
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# **THE OLYMPUS ACADEMY TRUST**

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

### **Directors' Report (continued)**

#### **Year Ended 31 August 2014**

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- To keep the board of directors regularly informed of the committee's activities and key decisions.

#### Remuneration and Nominations Committee

This committee met three times a year but this increased to once a term from 1st September 2014. Its responsibilities are:

- To consider issues relating to the contracts of employment for the Executive Headteacher and the executive management team including the review of salary and benefits.
- To consider strategic issues relating to staff salary and benefit packages.
- To oversee the process of appraisal of the performance of the Executive Headteacher.
- To oversee processes for the recruitment, induction, appraisal and training of all directors, governors and committee members.
- To keep under review the skills, knowledge and experience on the board, local governing bodies and all board committees and advise the board of directors on succession planning and renewal.
- To keep the board of directors regularly informed of the committee's activities and key decisions.

#### Local Governing Bodies

There is one local governing body committee for each academy and each committee meets once a term. The responsibilities of the local governing body committees are:

- To ensure all students within The Trust have access to a high quality education provision in line with the shared mission and vision.
  - To monitor the implementation of each individual academy's annual Development Plan, ensuring that it is delivering against agreed strategic and local objectives; moving the academy and Trust as a whole towards achieving and sustaining a regulatory judgement of outstanding in all areas.
  - To ensure that the academic and well-being needs of the Trust's students are being met effectively through the design and delivery of a broad and balanced curriculum which, through use of personalised, developmental support helps to maximise each student's success and enjoyment.
  - To ensure all students are safeguarded.
  - To work towards the Trust's collective published admission number (PAN) being full.
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# **THE OLYMPUS ACADEMY TRUST**

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

### **Directors' Report (continued)**

#### **Year Ended 31 August 2014**

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The local governing bodies have committees to address the detail of student and staff well-being and academic progress.

The following decisions are reserved for the Trust's board of directors; to consider any proposals for changes to the status or constitution of the Trust and its committee structure, to appoint the Chair and/or Vice Chair, to appoint the Headteacher(s) and Clerk to the Governors, to approve the annual Development Plan for each academy and 3-year Strategic Business Plan, to approve the annual accounts and budget, to monitor the performance of the Trust through use of the budget and other data and to make major decisions about the direction of the Trust, capital expenditure and staff appointments.

The Trust has a shared leadership structure which is overseen by the Executive Headteacher, the Headteachers of each academy in the Trust and the Head of Business with support from the Personnel and Administration Team Leaders. The aim of the leadership structure is to devolve responsibility and encourage decision-making at all levels. The Executive Headteacher is the Principal Accounting Officer for the Trust.

#### ***Connected organisations, including related party relationships***

The Trust works in partnership with Patchway Community College, Bristol Technology and Engineering Academy and South Gloucestershire and Stroud College, as members of the Concorde Partnership to offer a joint Post 16 curriculum. The Trust also has strong collaborative links with local primary schools.

There are no sponsors of the Trust, and there are no related parties which either control or significantly influence the decisions and operations of the Trust.

#### **Objectives and activities**

##### ***Objects and aims***

The principal activity of the charitable company is the operation of any academies for which it is responsible in order to provide free education and care. To date it has been responsible for Bradley Stoke Community School and Abbeywood Community School, which has students of all abilities between the ages of 11 and 19.

##### **Mission**

"To support and enable all students to believe in themselves, achieve their full potential and develop the skills needed to succeed and enjoy life."

##### **Vision**

- High levels of personal development and well-being alongside academic progress for all students within The Olympus Academy Trust.
  - Each academy within the organisation to be recognised as a centre of learning excellence and an integral part of its local community.
-

# **THE OLYMPUS ACADEMY TRUST**

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

### **Directors' Report (continued)**

#### **Year Ended 31 August 2014**

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- Innovative learning environments with high quality teaching, learning, resources and support with an emphasis on its specialism(s).
- The Trust's core values: Reflective, Resilient, Resourceful and Responsible, developed to promote respect and the skills for life-long learning.
- Sustainable links built with the community and the skills needed for students' future paths developed with collaboration locally, nationally and globally.
- Successful engagement with parents/carers to support student progress, well-being and achievement, encouraging and responding to the different voices within our community.
- To be considered an employer of choice for staff by valuing commitment, creativity, diversity and flexibility; enabling outstanding performance; providing continuous professional development and promoting a high quality of work life balance.

#### ***Objectives, strategies and activities***

##### **Educational**

- To secure high levels of academic progress for all students across the Trust;
- To promote respect and the skills for life-long learning;
- To ensure that teaching moves towards outstanding across the academies;
- To maintain and develop rigorous whole-school self-evaluation programmes;
- To establish whole-school intervention programmes that support students and raises achievement;
- To provide continuous professional development programmes for staff;
- To ensure that effective safeguarding procedures are in place and that the school meets its statutory duty to safeguard all members of its community.

##### **Strategic**

- To demonstrate outstanding leadership;
- To be considered an employer of choice;
- To establish a financial foundation to enable the Trust to fulfil its vision;
- The Olympus Academy Trust is recognised as a Trust with outstanding learning environments which encompasses and supports all its learners, their parents/carers, staff and governors;
- To build sustainable links with the community and develop the students' skills needed for future pathways by promoting collaboration.

##### **Financial**

- To ensure a smooth transition of any new academy joining the Trust and embed Trust wide financial policies and procedures;
-

**THE OLYMPUS ACADEMY TRUST**  
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**Directors' Report (continued)**

**Year Ended 31 August 2014**

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- To ensure consistency of practice by implementing sound financial controls evidenced by regular internal audits;
- To achieve a balanced budget across the Trust and undertake monthly budget and cashflow monitoring;
- To demonstrate savings through efficient procurement for services, contracts and resources by use of approved buying frameworks, tendering and negotiation;
- To be compliant with statutory returns for both the Education Funding Agency (EFA) and other agencies, by meeting reporting deadlines, undertaking training and seeking professional advice as appropriate.

**Public benefit**

The directors/members confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Trust's aims and objectives and in planning its future activities.

# THE OLYMPUS ACADEMY TRUST

(A Company Limited by Guarantee)

## Directors' Report (continued)

Year Ended 31 August 2014

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### Strategic Report

#### Achievements, Performance and Key Performance Indicators

Students in both academies within the Trust have continued to produce excellent GCSE and A level results sustaining the improvement that was achieved last year.

#### Bradley Stoke Community School

##### "A" Levels

At Bradley Stoke Community School (BSCS) more students than ever gained grades to be accepted onto university courses across the country. BSCS students appear to have bucked the national (downward) trend by maintaining the average points score per entry of 208 (197 last year) and achieving a big increase in average points per student to 733 (683 last year). There were some phenomenal individual successes at both A2 and AS level, with one student gaining a place at Oxford University to study Law.

The way that A level results are calculated and are reported have been updated. Results are now split into Academic, A level and Vocational whereas previously all results have been reported together.

<b>A level results</b>	<b>2014</b>
Average point score per student	732
Average point score per entry	208

<b>Academic results</b>	<b>2014</b>
Average point score per student	735
Average point score per entry	208

<b>Vocational results</b>	<b>2014</b>
Average point score per student	784
Average point score per entry	230

<b>All qualifications</b>	<b>2013</b>	<b>2012</b>
Average point score per student	683	734
Average point score per entry	208	197
%A*-B	33%	29%

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# THE OLYMPUS ACADEMY TRUST

(A Company Limited by Guarantee)

## Directors' Report (continued)

Year Ended 31 August 2014

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### Strategic Report

#### GCSEs

Bradley Stoke Community School celebrated another set of strong GCSE results with some amazing performances by individual students. The headline figures are almost identical to last year under the old system with 66% of students achieving at least 5 A\*-C grades at GCSE including English and Maths and 91% achieving 5 A\*-C grades. The number of students getting A\* and A grades increased with 27% of students obtaining at least 3 A\*-A grades. In addition one Year 7 students will be celebrating an A\* grade in GCSE Arabic!

% of students achieving	2014	2013	2012	2011	2010
5 A* - C grades (including English & Maths)	66%	66%	57%	67%	66%
5 A* - C grades	91%	91%	92%	88%	87%

% of students making expected progress in:	2014	2013	2012	2011
English	80%	83%	77%	81%
Maths	68%	64%	53%	70%

#### Abbeywood Community School

##### "A" Levels

At Abbeywood Community School A Level results showed particular improvement in vocational qualifications, with an average points score of 244 which is significantly above the national average. More students at A level have continued to university than ever before and 100% of students who were seeking places on Higher Education courses gained places and a number of others have secured apprenticeships with prestigious organisations.

**THE OLYMPUS ACADEMY TRUST**  
(A Company Limited by Guarantee)

**Directors' Report (continued)**

**Year Ended 31 August 2014**

**Strategic Report**

		<b>2014</b>	<b>2013</b>
<b>Number of Candidates</b>		48	46
Academic Qualifications	Average Point Score per Student	670.07	745
	Average Point Score per Entry	187.73 (D)	218
A levels	Average Point Score per Student	668.66	679.6
			(2013 National Data)
	Average Point Score per Entry	187.08 (D)	223.4
			(2013 National Data)
Vocational Qualifications	Average Point Score per Student	914.81	725
	Average Point Score per Entry	244.47	253

GCSEs

Abbeywood Community School has maintained its journey of rapid improvement with sustained good GCSE results. The GCSE results show that Abbeywood students are now attaining at a consistently high level following record results last year. In particular the number of students attaining A\* and A grades has increased hugely at GCSE, with 43% of students achieving 1 A\*- A and 17% achieving 3 A\*- A. The excellent progress scores attained puts this school above the national average for progress, with attainment and progress in English putting it in the top three schools in South Gloucestershire.

<b>% of students achieving</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>
5 A* - C grades (including English & Maths)	59%	60%	46%
5 A* - C grades	83%	83%	78%
<b>% of students making expected progress in</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>
English	75%	80%	58%
Maths	63%	60%	60%



# **THE OLYMPUS ACADEMY TRUST**

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

### **Directors' Report (continued)**

**Year Ended 31 August 2014**

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#### **Strategic Report**

##### **Going concern**

The Olympus Academy Trust was incorporated on 11 November 2011 and opened as an academy trust on 1 January 2012. Initially it comprised of Bradley Stoke Community School and from 1 January 2013, Abbeywood Community School. The directors 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 company to continue as a going concern. The directors make this assessment in respect of a period of one year from the date of approval of the financial statements.

##### **Financial review**

Most of the Trust's income is obtained from the Education Funding Agency (EFA) in the form of recurrent grants, the use of which is restricted. 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.

The Trust also receives a grant for fixed assets from the EFA and is 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 useful life of the assets concerned, as defined in the Trust's accounting policies.

During the period ended 31 August 2014, the Trust received total income of £12,052,251, which consisted of £11,764,537 of recurrent grant funding from the EFA, £40,248 of devolved capital grant from the EFA and £247,466 from other incoming resources. £11,904,638 of the recurrent grant was spent on educational resources.

The Trust obtained a full actuarial valuation of the pension liability under FRS17 and has taken on the deficit of the Local Government Pension Scheme in respect of all support staff transferred and employed at the Trust. The deficit is incorporated within the Statement of Financial Activity and with details in note 17 to the financial statements. The net assets include a pension deficit of £2,210,000 in respect of the Local Government Pension Scheme, a defined benefit scheme.

On 1st May 2014 the Trust reached its staging date for auto-enrolment. All eligible members of staff were auto-enrolled into one of the Trust's two pension schemes: the Teacher's Pension Scheme and the Local Government Pension Scheme.

# **THE OLYMPUS ACADEMY TRUST**

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

### **Directors' Report (continued)**

**Year Ended 31 August 2014**

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#### **Strategic Report**

Key financial policies reviewed and updated during the year include the Financial Regulations Manual and related appendices including The Olympus Academy Trust's Delegated Powers which lays out the framework for financial management, including financial responsibilities of the Board, the Executive Headteacher, managers, budget holders and all other staff as well as delegated authority for spending. Other key policies reviewed during the year include the Pay Policy, Lettings Policy and lettings charges.

The Trust reappointed South Gloucestershire Council Internal Audit to perform regular internal audits and has agreed a three year internal audit plan. All audit outcomes are reviewed and monitored by the Audit and Risk Committee and reported to the Board of Directors.

#### ***Principal risks and uncertainties***

The Board of Directors have a risk management policy and risk register to identify and monitor the risks faced by the Trust. The key areas identified are Strategic and Reputational, Operational, Organisational, Compliance and Financial. A point scoring system is used with greater emphasis directed towards those areas identified as higher risk. The risk register is reviewed on a regular basis by the Audit and Risk Committee.

Nearly 98% of the Trust's income is through recurrent grants from the EFA and the Directors are aware that budgets will be increasingly tight in coming years. Although schools based in South Gloucestershire will benefit from some additional funding from the EFA in 2015/16 through the fairer funding grant this will not improve the budgetary position because of increases in employer pension contributions, the removal of the employers' national insurance rebate, a reduction in the Education Services Grant, a reduction in post 16 funding levels along with a freeze on the Government's overall education budget, changes in funding arrangements for special educational needs and increasing employment and premises costs.

The Finance and Resources Committee examine the financial health formally every term, reviewing performance against budgets and overall expenditure and regularly review cash flow forecasts to ensure sufficient funds are held to cover all known and anticipated commitments.

# **THE OLYMPUS ACADEMY TRUST**

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

### **Directors' Report (continued)**

**Year Ended 31 August 2014**

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#### **Strategic Report**

##### ***Reserves policy***

The Trust reviews the reserve levels annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Board take into consideration the future plans of the Trust, the uncertainty over future income streams and other key risks identified during the risk review.

The Trust has determined that the appropriate level of free cash reserves should be approximately £500,000. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants, for capital investment, for growth and development and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. At 31st August the Trust held £664,366 in unrestricted reserves of which £363,399 represented free reserves.

##### ***Investment policy***

The Board is committed to ensuring that all funds under their control are managed in such a way as to maximise return whilst minimising risks and have developed an Investment and Treasury Management Policy. The Finance and Resources Committee review and approve the providers where any cash not required for operating expenses is placed on deposit. Day to day management of surplus funds is delegated to the Head of Business within strict guidelines approved by the Finance and Resources Committee and the Board. For the financial year 2013-14 the Trust invested £700,000 on a 3 week rolling cycle and invested £350,000 in a fixed rate deposit account. Total interest earned for the year was £4,000.

##### ***Plans for future periods***

South Gloucestershire Council has been awarded funding under the Targeted Basic Needs Programme and has approved the building of a new primary provision on the Bradley Stoke Community School site which will become part of the Trust. Over the summer of 2014 enabling works were completed to relocate the overflow car park and student bicycle sheds to the rear of the school. Building work commenced on the new building in October 2014 with completion expected in July 2015 ready for the first intake of 30 reception aged students in September 2015.

The Trust has also been selected as the preferred academy partner by two of the local primary schools. Work is underway with both governing bodies in anticipation of both primary schools joining the Trust during the academic year 2014/15. The addition of primary partners will bring valuable expertise to the Trust and the primary partners will benefit from the knowledge and resources that already exist in the Trust. The aim is to provide local families with good and improving local education provision for their children.

##### ***Funds held as Custodian Trustee on behalf of others***

None

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**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Directors' Report (continued)**

**Year Ended 31 August 2014**

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**Auditor**

In so far as the Directors are aware:

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

Approved by order of the members of the board of directors on 10 December 2014 and signed on its behalf by:

Registered office:

Bradley Stoke Community School  
Fiddlers Wood Lane  
Bradley Stoke  
BS32 9BS

Signed on behalf of the Directors

  
.....  
Ms VICTORIA FITZGERALD  
Chair

# **THE OLYMPUS ACADEMY TRUST**

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

### **Governance Statement**

**Year Ended 31 August 2014**

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#### **Statement on governance and internal control**

##### **Scope of responsibility**

As directors and trustees we acknowledge we have overall responsibility for ensuring that The Olympus Academy Trust (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 Directors has delegated the day-to-day responsibility to the Executive 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 The Olympus Academy Trust and the Secretary of State for Education. He is also responsible for reporting to the Board of Directors any material weaknesses or breakdowns in internal control.

##### **Governance**

The information on governance included here supplements that described in the Board of Directors' Report and in the Statement of Directors' Responsibilities. The Board of Directors has formally met 6 times during the year. Attendance during the year at meetings of the Board of Directors was as follows:

<b>Director</b>	<b>Meetings Attended</b>	<b>Out of a Possible</b>
Ms V. FitzGerald Chair, appointed 23 January 2014	6	6
Ms A. Delyth, Vice Chair	6	6
Mr D.J. Raynor	4	6
Dr R. A. Collins	5	6
Ms E.T.Y.S. Mockridge	6	6
Mr P. Haslett	1	4
Mr T. Williams	4	6
Ms M. Kitson	3	6
Ms C. Johansen	6	6
Mr P. Tanner	6	6
Mr R. Smyth	6	6
Ms A. Finn (resigned 3 March 2014)	1	2
Ms R. Rahman (appointed 3 March 2014)	3	3
Mr D. Baker	6	6

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# THE OLYMPUS ACADEMY TRUST

(A Company Limited by Guarantee)

## Governance Statement (continued)

Year Ended 31 August 2014

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Ms A Delyth resigned as chair at the AGM held on 23 January 2014 but has remained as vice-chair to support the new chair Ms V FitzGerald who was formerly a chair of the Finance and Resources Committee. Mr P Haslett, a community governor at Bradley Stoke Community School, was appointed by members as a new director and as chair of the Finance and Resources Committee. Ms A Finn resigned as parent director representing Abbeywood Community School due to changes in work commitments and was replaced by Ms R Rahman.

### Governance Reviews

All committees review their terms of reference annually and also undertake a self-evaluation exercise each year to review their effectiveness and ensure that they have met the remit of their terms of reference. The internal auditors undertook an audit of governance and were pleased with the robustness of the governor and director appointments, the process of succession planning and the skills audit undertaken. All governors and directors must complete a skills audit and the skills composition of each committee is reviewed to ensure it has the right mix of skills in order to meet its responsibilities. When vacancies arise the skills audit is used to inform appointments to committees and replacement governors are actively recruited.

The **Finance and Resources Committee** is a sub-committee of the main Board of Directors.

During the year Mr P Haslett was appointed as chair to replace Ms V FitzGerald who became chair of directors. Attendance at meetings in the year was as follows:

Committee Member	Meetings Attended	Out of a Possible
Ms V. FitzGerald, Chair (resigned 23 January 2014)*	1	1
Mr P. Haslett, Chair (appointed 23 January 2014)*	2	4
Mr D.J. Raynor, Vice Chair*	4	5
Mr P. Tanner*	5	5
Mr S. Butcher#	3	5
Ms M. Kitson*	2	5
Ms S. Phillips#	5	5
Ms S. Pendle+	3	5
Mr D. Baker*	5	5
Ms J. Anwar	5	5

\* directors

# school governors

+ independent committee members

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# THE OLYMPUS ACADEMY TRUST

(A Company Limited by Guarantee)

## Governance Statement (continued)

### Year Ended 31 August 2014

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During the year the committee has overseen the development of a capital investment plan, approved major capital investment in the ICT network to increase capacity and prepare for expansion of the Trust, to enable a bring your own device scheme for students and to provide more robust back up procedures across the organisation. The committee has also approved the purchase of new financial system software implemented in September 2014. The committee receives termly reports regarding the budget and performance year to date, cashflow position and predicted out-turns and scrutinises both the budget forecast and annual accounts before recommending to the Board of Directors for approval.

The committee reviewed and approved finance related policies including: Financial Regulations Manual and appendices including the Scheme of Delegation, Treasury and Investment Management Policy, Debt Recovery and Charging and Remissions etc. , Lettings Policy and Credit Card Security Policy.

The **Audit and Risk Committee** is also a sub-committee of the main board of directors.

Attendance at meetings in the year was as follows:

Committee Member	Meetings attended	Out of a possible
Ms E.T.Y.S. Mockridge, Chair*	3	3
Dr R. A. Collins*	3	3
Mr R. Smyth*	2	3
Mr P. Tanner*	3	3
Ms N. Bailey#	0	3
Mr D. Baker*	3	3
Ms J. Anwar	3	3

\* directors

# school governors

During the year the committee received reports from the external auditors regarding the annual accounts, internal auditors as part of the three year internal audit plan and from SafetyMark who undertook an independent audit of Health and Safety procedures and compliance. The committee reviewed the risk register, the internal controls checklist and approved policies including the Data Protection Policy, Fraud Policy and Risk Management Policy.

# THE OLYMPUS ACADEMY TRUST

(A Company Limited by Guarantee)

## Governance Statement (continued)

Year Ended 31 August 2014

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The **Remuneration and Nominations Committee** is also a sub-committee of the board of directors. Attendance at meetings in the year was as follows:

Committee Member	Meetings attended	Out of a possible
Mr P. Tanner, Chair*	3	3
Mr R. Smyth*	3	3
Ms V. FitzGerald*	3	3
Mr D.J. Raynor*	0	3
Mr P. Lee^	2	3
Mr I. Brisco^	2	3
Mr D. Baker*	3	3

\* directors

^ members and school governors

During the year the committee reviewed and approved staff pay awards and the Executive Headteacher's performance review. A revised leadership pay scale range was agreed in preparation for recruitment for a replacement Headteacher at Abbeywood Community School due to an impending retirement and a new post of Head of Primary Phase at Bradley Stoke Community School. Governor end of office terms were reviewed and recruitment organised. Staff recognition awards were reviewed and a new staff awards celebration was approved.

### 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 on-going process designed to identify and prioritise the risks to the achievement of the Trust 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 The Olympus Academy Trust Limited for the period 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 Directors has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Directors is of the view that there is a formal on-going process for identifying, evaluating and managing the Trust's significant risks that has been in place for the period 1 September 2013 to 31 August 2014 and up to the date of approval of the Board of Directors' report and financial statements. This process is regularly reviewed by the Board of Directors.

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# **THE OLYMPUS ACADEMY TRUST**

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

### **Governance Statement (continued)**

**Year Ended 31 August 2014**

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#### **The risk and control framework**

The Trust'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 directors;
- regular reviews by the Finance and Resources 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 guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.

The Board of Directors has considered the need for a specific internal audit function and has appointed South Gloucestershire Council Internal Audit Department as internal auditor.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Trust financial systems as well as in other areas. The board of directors have agreed a three year internal audit plan and all internal audit reports are reviewed at the Audit and Risk Committee. Once a year the internal auditor presents a formal report to the Audit and Risk Committee and all the internal audit reports are reviewed as part of the external audit process.

The internal auditor has delivered the schedule of work planned and where recommendations have been made to improve procedures these have been implemented throughout the year.

#### **Review of effectiveness**

As accounting officer the Executive 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 internal auditor
- the work of the external auditor;
- the Trust's own governance self-evaluation process including the work of the Board and its committees;
- the work of the leadership teams within the Trust who have responsibility for the development and maintenance of the internal control framework.

The accounting officer attends the meetings of the Audit and Risk Committee and has been advised of the implications of the result of their review of the system of internal control and the plans to implement any recommendations to ensure continuous improvement of the system is in place.

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**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

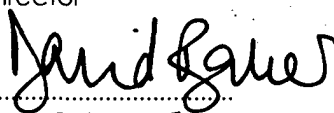
**Governance Statement (continued)**

**Year Ended 31 August 2014**

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Approved by order of the members of the board of directors on 10 December 2014 and signed on its behalf by:

  
.....  
Ms V. FitzGerald  
Director

  
.....  
Mr D. Baker  
Accounting Officer

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Statement on Regularity, Propriety and Compliance**

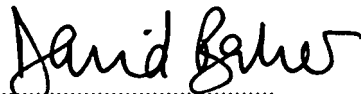
**Year Ended 31 August 2014**

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As accounting officer of The Olympus Academy Trust I have considered my responsibility to notify the Trust's board of directors and the Education Funding Agency (EFA) of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the Trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook.

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

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the board of directors and EFA.



.....  
Mr D. Baker  
Accounting officer

# **THE OLYMPUS ACADEMY TRUST**

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

### **Statement of Directors' Responsibilities**

**Year Ended 31 August 2014**

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

Company law requires the directors to prepare financial statements for each financial year. Under company law the directors 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 directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities Statement of Recommended Practices (SORP);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**


**Statement of Directors' Responsibilities (continued)**

**Year Ended 31 August 2014**

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The Directors 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 on 10 December 2014 and signed on its behalf by:



Mr D. Baker  
Executive Headteacher

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Independent Auditor's Report on the Financial Statements to the members of  
The Olympus Academy Trust**

**Year Ended 31 August 2014**

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We have audited the financial statements of The Olympus Academy Trust for the year ended 31 August 2014, which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, Balance Sheet, Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

**Respective responsibilities of governors and auditors**

As explained more fully in the Statement of Directors' Responsibilities (set out on page 26), the directors (who are also the directors of the charitable company 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 (APB's) Ethical Standards for Auditors.

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

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Directors Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

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**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Independent Auditor's Report on the Financial Statements to the members of  
The Olympus Academy Trust (continued)**

**Year Ended 31 August 2014**

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**Opinion on the financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2014 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice and the Annual Accounts Direction 2013 to 2014 issued by the Education Funding Agency; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

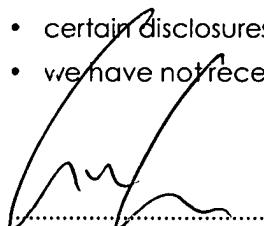
**Opinion on other matters prescribed by the Companies Act 2006**

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

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

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

- adequate accounting records have not been kept, or 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.



Geoffrey Cole FCA (Senior Statutory Auditor)  
For and on behalf of Burton Sweet Limited, Statutory Auditor

Prospect House  
5 May Lane  
Dursley  
Gloucestershire  
GL11 4JH

Date: 10 December 2014

# **THE OLYMPUS ACADEMY TRUST**

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

### **Independent Auditor's Assurance Report on Regularity to The Olympus Academy Trust and the Education Funding Agency**

**Year Ended 31 August 2014**

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In accordance with the terms of our engagement letter dated 25 November 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 The Olympus Academy Trust during the period 1 September 2013 to 31 August 2014 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to the board of directors and the EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we may state to the board of directors and the EFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the board of directors and the EFA, for our work, for this report, or for the conclusion we have formed.

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

The accounting officer is responsible, under the requirements of the Trust's funding agreement with the Secretary of State for Education 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 from 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 Annual Accounts Direction 2013 to 2014 issued by the Education Funding Agency. 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.

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**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Independent Auditor's Assurance Report on Regularity to The Olympus Academy Trust and the Education Funding Agency (continued)**

**Year Ended 31 August 2014**

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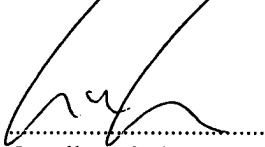
Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of Trust's income and expenditure.

The work undertaken to draw to our conclusion includes:

- Consideration of delegated authorities and enquiry as to whether prior approval has been sought from the Secretary of State.
- Ascertaining whether special payments have been made to staff.
- Confirmation that the Trust has not sought borrowings.
- A review of internal procedures for transactions with connected parties.
- A review of board of directors minutes and those of various committees.
- A review of the control environment and the outcome of internal audits.
- Considering the Trust's procurement procedures.
- Considering whether personal benefit has been derived from the Trust's transactions by staff or connected individuals.

**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 from 1 September 2013 to 31 August 2014 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Geoffrey Cole FCA

For and on behalf of Burton Sweet Limited, Chartered Accountants

Prospect House  
5 May Lane  
Dursley  
Gloucestershire  
GL11 4JH

Date: 10 December 2014

**THE OLYMPUS ACADEMY TRUST**  
(A Company Limited by Guarantee)

**Statement of Financial Activities**

**(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

**Year Ended 31 August 2014**

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2014 £	Total 2013 £
<b>Incoming resources</b>						
<i>Incoming resources from generated funds:</i>						
Voluntary income						
Transfer on conversion	2	-	-	-	-	27,071,220
Grant - capital	2	-	31,353	8,895	40,248	54,567
Investment income	3	247,466	-	-	247,466	166,870
<i>Incoming resources from charitable activities:</i>						
Income from charitable activities		<u>32,878</u>	<u>11,731,659</u>	<u>-</u>	<u>11,764,537</u>	<u>9,983,515</u>
Total incoming resources		<u>280,344</u>	<u>11,763,012</u>	<u>8,895</u>	<u>12,052,251</u>	<u>37,276,172</u>
<b>Resources expended</b>						
<i>Charitable activities:</i>						
Trust's educational operations		265,119	11,904,638	1,182,014	13,351,771	10,358,401
Governance costs	7	<u>2,739</u>	<u>75,284</u>	<u>-</u>	<u>78,023</u>	<u>125,149</u>
Total resources expended	5	<u>267,858</u>	<u>11,979,922</u>	<u>1,182,014</u>	<u>13,429,794</u>	<u>10,483,550</u>
Net incoming/(outgoing) resources before transfers		12,486	(216,910)	(1,173,119)	(1,377,543)	26,792,622
Gross transfers between funds	12	<u>(146,292)</u>	<u>146,292</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net (expenditure)/income for the year		(133,806)	(70,618)	(1,173,119)	(1,377,543)	26,792,622

**THE OLYMPUS ACADEMY TRUST**  
(A Company Limited by Guarantee)

**Statement of Financial Activities**

(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses) (continued)

**Year Ended 31 August 2014**

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2014 £	Total 2013 £
<b>Other recognised gains and losses</b>						
Actuarial (losses)/gains on defined benefit pension schemes	25	-	(178,000)	-	(178,000)	77,000
Net movement in (deficit)/funds		(133,806)	(248,618)	(1,173,119)	(1,555,543)	26,869,622
<b>Reconciliation of funds</b>						
Funds/(deficit) brought forward at 1 September 2013		798,172	(1,536,074)	46,988,515	46,250,613	19,380,991
Funds/(deficit) carried forward at 31 August 2014		664,366	(1,784,692)	45,815,396	44,695,070	46,250,613

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

It should be noted that income and expenditure for the period 1 September 2013 - 31 August 2014 covers a full financial year for both academies within the Trust. For the period 1 September 2012 - 31 August 2013 the income and expenditures include a full financial year for Bradley Stoke Community School and 8 months for Abbeywood Community School.

A Statement of Total Recognised Gains and Losses is not required as all gains and losses are included in the Statement of Financial Activities.

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**(Registration number: 07844791)**

**Balance Sheet**

**Year Ended 31 August 2014**

	<b>Note</b>	<b>2014 £</b>	<b>2013 £</b>
<b>Fixed assets</b>			
Tangible assets	13	46,116,363	46,988,515
<b>Current assets</b>			
Stocks	14	18,315	10,040
Debtors	15	252,365	221,242
Cash at bank and in hand		<u>1,157,815</u>	<u>1,610,262</u>
		1,428,495	1,841,544
Creditors: Amounts falling due within one year	16	<u>(639,788)</u>	<u>(686,446)</u>
Net current assets		<u>788,707</u>	<u>1,155,098</u>
Total assets less current liabilities		<u>46,905,070</u>	<u>48,143,613</u>
Net assets excluding pension liability		46,905,070	48,143,613
Pension scheme liability	25	<u>(2,210,000)</u>	<u>(1,893,000)</u>
Net assets including pension liability		<u>44,695,070</u>	<u>46,250,613</u>
<b>Funds of the Trust:</b>			
<b>Restricted funds</b>			
Restricted general fund		425,308	356,926
Restricted fixed asset fund		45,815,396	46,988,515
Restricted pension fund		<u>(2,210,000)</u>	<u>(1,893,000)</u>
	17	44,030,704	45,452,441
<b>Unrestricted funds</b>			
Unrestricted general fund		<u>664,366</u>	<u>798,172</u>
Total funds		<u>44,695,070</u>	<u>46,250,613</u>

The financial statements on pages 32 to 64 were approved by the Directors, and authorised for issue on 10 December 2014 and signed on their behalf by:

  
 .....  
 Ms V. FitzGerald  
 Chair of Directors

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Cash Flow Statement**

**Year Ended 31 August 2014**

	<b>Note</b>	<b>2014 £</b>	<b>2013 £</b>
Net cash (outflow)/inflow from operating activities	20	(282,514)	468,797
Cash transferred on conversion to an academy trust		-	286,182
Returns on investments and servicing of finance	21	247,466	166,870
Capital expenditure and financial investment	22	<u>(417,399)</u>	<u>(41,660)</u>
(Decrease)/increase in cash in the year	23	<u>(452,447)</u>	<u>880,189</u>

**Reconciliation of net cash flow to movement in net funds**

(Decrease)/increase in cash in the year	(452,447)	880,189
Net funds at start of the period	<u>1,610,262</u>	<u>730,073</u>
Net funds at 31 August	<u>1,157,815</u>	<u>1,610,262</u>

All of the cash flows are derived from continuing operations during the above two financial periods.

# **THE OLYMPUS ACADEMY TRUST**

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

### **Notes to the Financial Statements**

**Year Ended 31 August 2014**

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#### **1 Accounting policies**

##### **Basis of preparation**

The financial statements have been prepared under the historical cost convention in accordance with applicable United Kingdom Accounting Standards, the Charity Commission 'Statement of Recommended Practice: Accounting and Reporting by Charities' ('SORP 2005'), the Annual Accounts Direction issued by the Education Funding Agency and the Companies Act 2006. A summary of the principal accounting policies, which have been applied consistently, except where noted, is set out below.

##### **Going concern**

The Olympus Academy Trust was incorporated on 11 November 2011 and opened as an academy trust on 1 January 2012. Initially it comprised of Bradley Stoke Community School and from 1 January 2013, Abbeywood Community School.

The directors 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 company to continue as a going concern. The directors make this assessment in respect of a period of one year from the date of approval of the financial statements.

##### **Incoming resources**

All incoming resources are recognised when the Trust has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

##### **Grants receivable**

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement 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.

##### **Donations**

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

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**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

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**1 Accounting policies (continued)**

***Other income***

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

***Donated services and gifts in kind***

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

***Resources expended***

All expenditure is recognised in the year 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.

All resources expended are inclusive of irrecoverable VAT.

***Cost of generating funds***

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

***Charitable activities***

These are costs incurred on the Trust's educational operations.

***Governance costs***

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

# **THE OLYMPUS ACADEMY TRUST**

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

### **Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

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#### **1 Accounting policies (continued)**

##### **Tangible fixed assets**

Assets costing £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment. 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 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 Trust's depreciation policy.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of each asset over its expected useful lives, per the table below.

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

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

<b>Asset class</b>	<b>Depreciation method and rate</b>
Leasehold buildings	20% per annum of cost
Leasehold land	20% per annum of cost
Computer equipment	20% per annum of cost
Furniture and fittings	20% per annum of cost

##### **Operating lease agreements**

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

##### **Stock**

Unsold uniforms and catering stocks are valued at the lower of cost or net realisable value.

##### **Taxation**

The Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

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# **THE OLYMPUS ACADEMY TRUST**

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

### **Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

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#### **1 Accounting policies (continued)**

##### **Pension benefits**

Retirement benefits to employees of the Trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes, are contracted out of the State Earnings-Related Pension Scheme ('SERPS'), and the assets are held separately from those of the Trust. The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Trust 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 the notes to the financial statements, the TPS is a multi-employer scheme and the Trust is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The LGPS is a funded scheme and the assets are held separately from those of the Trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the 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.

##### **Fund accounting**

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

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/Department for Education.

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**2 Voluntary income**

	<b>Restricted funds £</b>	<b>Restricted fixed asset funds £</b>	<b>Total 2014 £</b>	<b>Total 2013 £</b>
Transfer on conversion				27,071,220
<b>Other voluntary income</b>				
Grant - capital	31,353	8,895	40,248	54,567
Total voluntary income	<u>31,353</u>	<u>8,895</u>	<u>40,248</u>	<u>27,125,787</u>

Transfer on conversion substantially comprises land and buildings and other assets relating to Abbeywood Community School.

**3 Investment income**

	<b>Unrestricted funds £</b>	<b>Total 2014 £</b>	<b>Total 2013 £</b>
Rental income	243,379	243,379	165,193
Bank interest receivable	4,087	4,087	1,677
	<u>247,466</u>	<u>247,466</u>	<u>166,870</u>

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**4 Funding for the Trust's Educational Operations and Income from Charitable Activities**

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Total 2014 £</b>	<b>Total 2013 £</b>
General Annual Grant (GAG)*	-	9,794,049	9,794,049	8,561,406
Pupil premium	-	344,619	344,619	180,748
Other DfE / EFA grants	-	35,241	35,241	135,642
Tuition fees	32,878	-	32,878	28,096
Other income from charitable activities	-	137,177	137,177	146,687
Bursary	-	69,167	69,167	13,965
School fund income	-	444,580	444,580	384,973
Staff secondment	-	125,064	125,064	34,039
Local authority grant	-	781,762	781,762	497,959
	<u>32,878</u>	<u>11,731,659</u>	<u>11,764,537</u>	<u>9,983,515</u>

\* The General Annual Grant is the moneys granted to the Trust by the Education Funding Agency to cover the regular running costs of the academy's in the Trust.

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**5 Resources expended**

	<b>Staff costs</b>	<b>Premises</b>	<b>Other costs</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>2014</b>	<b>2013</b>
				<b>£</b>	<b>£</b>
<b>Trust's educational operations</b>					
Direct costs	8,064,460	-	1,265,005	9,329,465	7,423,850
Allocated support costs	<u>1,175,562</u>	<u>2,233,609</u>	<u>613,135</u>	<u>4,022,306</u>	<u>2,934,551</u>
	9,240,022	2,233,609	1,878,140	13,351,771	10,358,401
Governance costs including allocated support costs	<u>7,270</u>	<u>-</u>	<u>70,753</u>	<u>78,023</u>	<u>125,149</u>
	<u>9,247,292</u>	<u>2,233,609</u>	<u>1,948,893</u>	<u>13,429,794</u>	<u>10,483,550</u>

**Net incoming/outgoing resources for the year include:**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Fees payable to auditor - audit	9,250	9,000
- accountancy	6,210	4,440
Depreciation	1,329,799	615,357
Pension costs	<u>975,577</u>	<u>767,017</u>

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**6 Charitable activities**

	<b>Total 2014 £</b>	<b>Total 2013 £</b>
<b>Direct costs - educational operations</b>		
Wages and salaries	6,421,062	4,979,792
Social security costs	477,667	378,522
Pension costs	871,505	654,791
Agency teaching staff	247,516	297,688
Educational supplies	209,081	132,580
Examination fees	221,785	203,619
Staff development	60,397	61,972
FRS 17 pension service costs	46,710	21,613
Educational activities	714,014	654,480
Expected return on defined pension scheme assets	(50,539)	(15,517)
Interest on defined benefit pension scheme	110,267	54,310
	<u>9,329,465</u>	<u>7,423,850</u>

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**6 Charitable activities (continued)**

	<b>Total 2014 £</b>	<b>Total 2013 £</b>
<b>Allocated support costs</b>		
Support staff costs	975,822	800,030
Maintenance of premises staff costs	157,646	141,576
Admin staffing supply	27,804	-
FRS 17 pension service costs	14,290	17,387
Depreciation	1,329,799	615,357
Maintenance of premises and equipment	191,662	226,720
Cleaning and refuse collection	192,079	172,742
Rates and water	155,285	93,315
Security	14,158	18,669
Light and heat	252,834	209,137
Insurance	97,792	58,643
Recruitment and support	52,788	21,219
Catering	152,205	128,934
Bank interest and charges	141	89
Expected return on defined pension scheme assets	(15,462)	(12,483)
Interest on defined benefit pension scheme	33,734	43,690
Publicity and marketing	28,430	42,580
Computer maintenance	192,685	202,872
Telephone and postage	28,292	28,418
Motor, travel and subsistence	12,330	8,571
Sundry expenses	41,402	15,301
Printing and stationery	86,590	101,784
	<u>4,022,306</u>	<u>2,934,551</u>
	<u>13,351,771</u>	<u>10,358,401</u>

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**7 Governance costs**

	Unrestricted funds £	Restricted funds £	Total 2014 £	Total 2013 £
Legal and professional fees	2,739	50,371	53,110	110,482
Audit of financial statements	-	9,250	9,250	9,000
Accountancy fees	-	6,210	6,210	4,440
Directors' and Governors' expenses	-	2,183	2,183	1,227
Support costs	-	7,270	7,270	-
	<u>2,739</u>	<u>75,284</u>	<u>78,023</u>	<u>125,149</u>

**8 Staff costs**

	2014 £	2013 £
<b>Staff costs during the year were:</b>		
Wages and salaries	7,402,941	5,767,344
Social security costs	532,454	420,350
Pension contributions	975,577	767,017
FRS 17 pension service costs	61,000	39,000
Agency teaching staff	247,516	297,688
	<u>9,219,488</u>	<u>7,291,399</u>

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

	2014 No	2013 No
<b>Charitable Activities</b>		
Teaching staff	135	124
Non teaching staff	<u>111</u>	<u>104</u>
	<u>246</u>	<u>228</u>

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**8 Staff costs (continued)**

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

	<b>2014 No</b>	<b>2013 No</b>
£60,001 - £70,000	4	2
£70,001 - £80,000	-	1
£80,001 - £90,000	2	-
£110,001 - £120,000	-	1
£120,001 - £130,000	<u>1</u>	<u>-</u>

**9 Central services**

The Trust has provided the following central services to its academies during the year:

- governance
- accounting
- payroll
- financial services
- procurement of trust-wide contracts

The Trust charges for these services on the following basis:

- time-apportioned based upon hours spent on each academy

	<b>2014 £</b>
Bradley Stoke Community School	210,735
Abbeywood Community School	<u>188,891</u>
	<u><u>399,626</u></u>



# THE OLYMPUS ACADEMY TRUST

(A Company Limited by Guarantee)

## Notes to the Financial Statements (continued)

Year Ended 31 August 2014

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### 10 Governors' remuneration and expenses

The Executive Headteacher only receives remuneration in respect of services they provide undertaking the roles of Principal and not in respect of their services as a director. Other directors and governors did not receive any payments, other than expenses, from the Trust in respect of his role as directors/governors. The value of directors' and governors' remuneration were as follows:

Mr D. Baker (Executive Headteacher and director): £120,000 - £125,000 (2013 - £115,000 - £120,000)

Ms C. Johansen (Director and invigilator): £0 - £5,000 (2013 - £0 - £5,000)

Ms A. Finn (Director and invigilator): £0 - £5,000 (2013 - £0 - £5,000)

During the year ended 31 August 2014, travel and expenses totalling £237 (2013 - £1,069) were reimbursed to 1 director (2013 - 1).

Related party transactions involving the directors are set out in note 26.

### 11 Directors', Governors' and officers' insurance

In accordance with normal commercial practice the Trust has purchased insurance to protect directors, governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides cover up to £5,000,000 (2013: £5,000,000) on any one claim and the cost for the year ended 31 August 2014 was £2,085 (2013 - £1,855) for Bradley Stoke Community School and £1,517 (2013 - £1,855 for Abbeywood Community School.

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

### 12 Fund Transfers

The net fund transfers comprise of unrestricted funds of £146,292 used for restricted funds.

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**13 Tangible fixed assets**

	<b>Leasehold land and buildings £</b>	<b>Furniture and fittings £</b>	<b>Computer equipment £</b>	<b>Total £</b>
<b>Cost</b>				
At 1 September 2013	46,603,495	362,382	708,660	47,674,537
Additions	-	22,389	435,258	457,647
At 31 August 2014	<u>46,603,495</u>	<u>384,771</u>	<u>1,143,918</u>	<u>48,132,184</u>
<b>Depreciation</b>				
At 1 September 2013	363,340	64,529	258,153	686,022
Charge for the year	<u>871,539</u>	<u>76,955</u>	<u>381,305</u>	<u>1,329,799</u>
At 31 August 2014	<u>1,234,879</u>	<u>141,484</u>	<u>639,458</u>	<u>2,015,821</u>
<b>Net book value</b>				
At 31 August 2014	<u>45,368,616</u>	<u>243,287</u>	<u>504,460</u>	<u>46,116,363</u>
At 31 August 2013	<u>46,240,155</u>	<u>297,853</u>	<u>450,507</u>	<u>46,988,515</u>

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**14 Stock**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Books and stationery	1,393	-
Clothing	16,922	10,040
	<u>18,315</u>	<u>10,040</u>

**15 Debtors**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Prepayments and accrued income	144,587	104,389
VAT recoverable	104,799	114,167
Other debtors	2,979	2,686
	<u>252,365</u>	<u>221,242</u>

**16 Creditors: amounts falling due within one year**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Other taxation and social security	157,553	151,953
Other creditors	233,049	275,835
Accruals	98,285	139,691
Deferred income	150,901	118,967
	<u>639,788</u>	<u>686,446</u>
		<b>2014</b>
		<b>£</b>
Deferred income at 1 September 2013		118,967
Resources deferred in the period		150,901
Amounts released from previous periods		<u>(118,967)</u>
Deferred income at 31 August 2014		<u>150,901</u>

At the balance sheet date the Trust was holding grants received in advance for rates £91,176, insurance £28,168, music deposits £2,090 and also funds for school trips £29,467.

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**17 Funds**

	Balance at 1 September 2013 £	Incoming resources £	Resources expended £	Gains, losses and transfers £	Balance at 31 August 2014 £
<b>Restricted general funds</b>					
General annual grant (GAG)	288,071	9,794,049	(9,825,951)	65,402	321,571
GAG - pupil premium	59,446	344,619	(351,360)	-	52,705
DfE/EFA capital grants	-	31,353	(31,677)	8,571	8,247
Staff secondment	-	125,065	(125,065)	-	-
Bradley Stoke - school fund	-	321,300	(324,614)	3,314	-
Bursary	2,216	68,151	(29,640)	-	40,727
Other DfE & EFA grants	-	66,088	(66,088)	-	-
Other educational income	-	125,694	(126,213)	573	54
Post 16 hosted courses	-	95,635	(110,531)	14,896	-
Local authority funding	-	661,528	(700,400)	38,872	-
Summer school	7,193	6,250	(6,689)	(4,750)	2,004
Directors and Governors	-	-	(10,293)	10,293	-
Abbeywood - school fund	-	123,280	(132,401)	9,121	-
	<u>356,926</u>	<u>11,763,012</u>	<u>(11,840,922)</u>	<u>146,292</u>	<u>425,308</u>
<b>Restricted fixed asset funds</b>					
Transfer on conversion	46,908,983	-	(1,143,237)	-	45,765,746
DfE/EFA capital grants	<u>79,532</u>	<u>8,895</u>	<u>(38,777)</u>	<u>-</u>	<u>49,650</u>
	46,988,515	8,895	(1,182,014)	-	45,815,396
<b>Restricted pension funds</b>					
Pension reserve	<u>(1,893,000)</u>	<u>-</u>	<u>(139,000)</u>	<u>(178,000)</u>	<u>(2,210,000)</u>
Total restricted funds	45,452,441	11,771,907	(13,161,936)	(31,708)	44,030,704
<b>Unrestricted funds</b>					
Unrestricted general funds	<u>798,172</u>	<u>280,344</u>	<u>(267,858)</u>	<u>(146,292)</u>	<u>664,366</u>
Total funds	<u>46,250,613</u>	<u>12,052,251</u>	<u>(13,429,794)</u>	<u>(178,000)</u>	<u>44,695,070</u>

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

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**17 Funds (continued)**

Under the funding agreement with the Secretary of State, the Trust was not subject to a limit on the amount of GAG that could be carried forward at 31st August 2014.

Restricted funds comprise:

- Start up grant for support of Abbeywood Community School, which is included as part of the general annual grant.
- Staff secondment relates to the re-charge of staff salaries to other institutions.
- The School funds comprise of income and expenditure for trips etc.
- The Bursary is for 16-18 pupils for the academic year commencing 2013.
- The Pupil Premium is a grant received from the EFA based upon pupil numbers.
- Other educational income represents charges to outside pupils.
- The Local Authority funding is for high needs arrangements and catering.

**Analysis of academies by fund balance**

Fund balances at 31. August 2014 were allocated as follows:

	<b>Total £</b>
Abbeywood Community School	718,062
Bradley Stoke Community School	<u>371,612</u>
Total before fixed assets and pension reserve	1,089,674
Restricted fixed asset fund	45,815,396
Pension reserve	<u>(2,210,000)</u>
Total	<u><u>44,695,070</u></u>

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**17 Funds (continued)**

**Analysis of academies by cost**

Expenditure incurred by each academy within the Trust during the year was as follows:

	Teaching and Educational Support Staff Costs £	Other Support Staff Costs £	Educational Supplies £	Other Costs (excluding Depreciation) £	Total £
Bradley Stoke Community School	4,212,488	632,511	824,216	888,680	6,557,895
Abbeywood Community School	3,805,262	512,190	521,249	706,852	5,545,553
	<u>8,017,750</u>	<u>1,144,701</u>	<u>1,345,465</u>	<u>1,595,532</u>	<u>12,103,448</u>

**18 Analysis of net assets between funds**

	Unrestricted funds £	Restricted general funds £	Restricted fixed asset funds £	Total funds £
Tangible fixed assets	300,967	-	45,815,396	46,116,363
Current assets	1,003,187	425,308	-	1,428,495
Current liabilities	(639,788)	-	-	(639,788)
Pension scheme liability	-	(2,210,000)	-	(2,210,000)
Total net assets	<u>664,366</u>	<u>(1,784,692)</u>	<u>45,815,396</u>	<u>44,695,070</u>

**THE OLYMPUS ACADEMY TRUST**  
(A Company Limited by Guarantee)

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**19 Financial commitments**

**Operating leases**

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

**Operating leases which expire:**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
<b>Other</b>		
Within one year	22,053	13,943
Within two to five years	14,090	20,480
	<u>36,143</u>	<u>34,423</u>

**20 Reconciliation of net (expenditure)/income to net cash inflow/(outflow) from operating activities**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Net (expenditure)/income	(1,377,543)	26,792,622
Depreciation	1,329,799	615,357
Donated capital and capital grants	(40,248)	(54,567)
Interest receivable & income from investments	(247,466)	(166,870)
FRS 17 expected return on scheme assets	(66,001)	(28,000)
FRS 17 interest on defined benefit pension scheme	144,001	98,000
FRS17 service cost adjustment	61,000	39,000
Increase in stocks	(8,275)	(10,040)
Increase in debtors	(31,123)	(142,155)
(Decrease)/increase in creditors	(46,658)	396,670
Transfer on conversion	-	(27,071,220)
Net cash (outflow)/inflow from operating activities	<u>(282,514)</u>	<u>468,797</u>

**THE OLYMPUS ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**21 Returns on investments and servicing of finance**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Rental income	243,379	165,193
Bank interest receivable	<u>4,087</u>	<u>1,677</u>
Net cash inflow from returns on investments and servicing of finance	<u>247,466</u>	<u>166,870</u>

**22 Capital expenditure and financial investment**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Purchase of tangible fixed assets	(457,647)	(96,227)
Capital funding received from sponsors and others	<u>40,248</u>	<u>54,567</u>
Net cash outflow from capital expenditure and financial investment	<u>(417,399)</u>	<u>(41,660)</u>

**23 Analysis of changes in net funds**

	<b>At 1 September 2013</b>	<b>Cash flows</b>	<b>At 31 August 2014</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Cash at bank and in hand	<u>1,610,262</u>	<u>(452,447)</u>	<u>1,157,815</u>

**24 Members' liability**

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



# **THE OLYMPUS ACADEMY TRUST**

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

### **Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

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

The Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by the Avon 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 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% employer 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.
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# **THE OLYMPUS ACADEMY TRUST**

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

### **Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

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#### **25 Pension and similar obligations (continued)**

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.

#### **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.

In his interim report of October 2010, Lord Hutton recommended that short-term savings were also required, and that the only realistic way of achieving these was to increase member contributions. At the Spending Review 2010 the Government announced an average increase of 3.2 percentage points on the contribution rates by 2014-15. The increases have been phased in since April 2012 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 17 (FRS 17) Retirement Benefits, the TPS is a multi-employer pension scheme. The Trust is unable to identify its share of the underlying assets and liabilities of the scheme. Accordingly, the Trust 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 Trust has set out above the information available on the scheme.

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**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

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**25 Pension and similar obligations (continued)**

**Local government pension scheme**

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2014 was £431,000 (2013 - £345,000), of which employer's contributions totalled £311,000 (2013 - £248,000) and employees' contributions totalled £120,000 (2013 - £97,000).

**Principal actuarial assumptions**

	<b>At 31 August 2014 %</b>	<b>At 31 August 2013 %</b>
Rate of increase in salaries	4.00	4.00
Rate of increase for pensions in payment/inflation	2.00	3.00
Discount rate for scheme liabilities	4.00	5.00
Inflation assumptions (CPI)	<u>2.00</u>	<u>3.00</u>

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**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**25 Pension and similar obligations (continued)**

**Sensitivity analysis**

A sensitivity analysis for the principal assumptions used to measure scheme liabilities is set out below:

	<b>+ 0.1%</b>
<b>Adjustment to discount rate</b>	<b>£</b>
Liabilities	3,900,000
Assets	(1,798,000)
Deficit/(Surplus)	2,102,000
Projected service cost for next year	406,000
Projected expected return on assets for year	(110,000)
Projected interest cost for next year	173,000
	<b>+ 0.1%</b>
<b>Adjustment to inflation rate</b>	<b>£</b>
Liabilities	4,119,000
Assets	(1,798,000)
Deficit/(Surplus)	2,321,000
Projected service cost for next year	433,000
Projected expected return on assets for year	(110,000)
Projected interest cost for next year	178,000
	<b>+ 1 Year</b>
<b>Increase in life expectancy</b>	<b>£</b>
Liabilities	4,078,000
Assets	(1,798,000)
Deficit/(Surplus)	2,280,000
Projected service cost for next year	428,000
Projected expected return on assets for year	(110,000)
Projected interest cost for next year	176,000

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

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**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

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**25 Pension and similar obligations (continued)**

	<b>At 31 August 2014</b>	<b>At 31 August 2013</b>
<b>Retiring today</b>		
Males retiring today	23.00	23.00
Females retiring today	26.00	26.00
<b>Retiring in 20 years</b>		
Males retiring in 20 years	26.00	25.00
Females retiring in 20 years	<u>29.00</u>	<u>28.00</u>

**THE OLYMPUS ACADEMY TRUST**  
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**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**25 Pension and similar obligations (continued)**

The Trust's share of the assets and liabilities in the scheme were:

	<b>At 31 August 2014</b>	<b>At 31 August 2013</b>
	<b>£</b>	<b>£</b>
Equities	990,000	548,000
Government bonds	155,000	91,000
Other bonds	192,000	74,000
Property	136,000	60,000
Cash	60,000	15,000
Other	265,000	60,000
Total market value of assets	<u>1,798,000</u>	<u>848,000</u>
Surplus in the scheme	<u>1,798,000</u>	<u>848,000</u>

The expected rates of return were:

	<b>At 31 August 2014</b>	<b>At 31 August 2013</b>
	<b>%</b>	<b>%</b>
Equities	7.00	7.00
Government bonds	3.00	3.00
Other bonds	4.00	4.00
Property	6.00	6.00
Cash	1.00	1.00
Other	<u>7.00</u>	<u>7.00</u>

The expected return on assets is based on the long-term future expected investment return for each asset class at the beginning of the period. The returns on gilts and other bonds are assumed to be the gilt yield and corporate bond yield (with an adjustment to reflect the default risk) respectively at the relevant date. The returns on equities and property are then assumed to be a margin above gilt yields.

The actual return on scheme assets was £120,000 (2013 - £77,000).

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**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

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**25 Pension and similar obligations (continued)**

**Amounts recognised in the statement of financial activities**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Current service cost	372,000	287,000
Total operating charge	<u>372,000</u>	<u>287,000</u>

**Analysis of pension finance income/(costs)**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Expected return on pension scheme assets	(66,000)	(28,000)
Interest on pension liabilities	<u>144,000</u>	<u>98,000</u>
Pension finance cost	<u>78,000</u>	<u>70,000</u>

The actuarial gains and losses for the current year are recognised in the statement of financial activities. The cumulative amount of actuarial gains and losses recognised in the statement of financial activities since the adoption of FRS 17 is (£132,000) (2013 - £46,000).

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**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

**25 Pension and similar obligations (continued)**

**Movements in the present value of defined benefit obligation**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
At 1 September	2,741,000	1,227,000
Current service cost	372,000	287,000
Interest cost	144,000	98,000
Employee contributions	120,000	97,000
Actuarial losses/(gains)	524,000	(28,000)
Benefits paid	107,000	(3,000)
Liabilities acquired on business combinations	-	1,063,000
At 31 August	<u>4,008,000</u>	<u>2,741,000</u>

**Movements in the fair value of Trust's share of scheme assets**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
At 1 September	848,000	189,000
Expected return on assets	66,000	28,000
Actuarial gains	346,000	49,000
Employer contributions	311,000	248,000
Employee contributions	120,000	97,000
Benefits paid	107,000	(3,000)
Assets acquired in business combinations	-	240,000
At 31 August	<u>1,798,000</u>	<u>848,000</u>

The estimated value of employer contributions for next period is £342,000 (2013 - £290,000).

**History of experience adjustments**

Amounts for the current and previous 2 periods are as follows:

	<b>2014</b>	<b>2013</b>	<b>2012</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Present value of scheme liabilities	(4,008,000)	(2,741,000)	(1,227,000)
Fair value of scheme assets	<u>1,798,000</u>	<u>848,000</u>	<u>189,000</u>
Deficit in the scheme	<u>(2,210,000)</u>	<u>(1,893,000)</u>	<u>(1,038,000)</u>



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**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

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**25 Pension and similar obligations (continued)**

	<b>2014</b>	<b>2013</b>	<b>2012</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Experience adjustments arising on scheme assets	346,000	49,000	2,000
Experience adjustments arising on scheme liabilities	<u>215,000</u>	<u>-</u>	<u>-</u>

Comparative figures have not been restated as permitted by FRS 17.

**26 Related party transactions**

Owing to the nature of the Trust's operations and the composition of the board of directors being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the board of directors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procurement procedures.

During the year the Trust made the following related party transactions:

The Executive Headteacher's son was employed by the Trust as a teaching assistant £1,531 (2013: £3,012). At the balance sheet date the amount due to him was £Nil (2013 - £Nil).

**27 Subsequent event**

The governing bodies of Meadowbrook Primary School and Charborough Road Primary School have agreed to join the Trust with effect from 1st January 2015.

**28 Concorde Partnership**

The Concorde Partnership is a collaboration of local education providers in the Filton and Bradley Stoke area to provide a joint Post 16 curriculum for its member institutions. The current members of the Concorde Partnership are:

Bradley Stoke Community School and Abbeywood Community School (both part of The Olympus Academy Trust, Patchway Community College, South Gloucestershire and Stroud College and Bristol Technology and Engineering Academy.

The Olympus Academy Trust was reimbursed for costs it incurred on behalf of the Concorde Partnership since the 19th August 2014. These reimbursements covered:

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**Notes to the Financial Statements (continued)**

**Year Ended 31 August 2014**

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	£
Hospitality for directors meeting	600
Hospitality for meeting	3,294
Administration	25,476
Data processing	593

The bank account balance on the Concorde Partnership was £126,125 as at 31 August 2014.

The Olympus Academy Trust representatives involved with the Concorde Partnership:

Dave Baker, Director and Executive Headteacher of The Olympus Academy Trust  
Jenny Sutton Kirby, Headteacher of Bradley Stoke Community School  
Judith Mee, Associate Headteacher of Abbeywood Community School

By forming this collaboration these organisations are able to offer a broader curriculum to Post 16 students than they would be able to do individually. The Concorde Partnership received diploma funding in the past and at a meeting in July 2014 the Concorde Partnership members requested The Olympus Academy Trust (OAT) to administer these funds as an agent. The balance of the funds of £156,088 was transferred to OAT on 19th August 2014. The Concorde Partnership does not own any assets and is responsible for paying the wages of the Concorde Partnership administrator as well as purchase uniform for some key stage 4 students. The members of the Concorde Partnership are responsible for determining the use of these funds and instructing OAT as their agent. Each member of the Concorde Partnership may be requested to make a contribution to the funds should there be insufficient money in the account to cover outgoings. It is anticipated that there will be sufficient funds in the account for the current academic year to cover all anticipated expenditure.