

Registered number: 08260020

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015

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COMPANIES HOUSE

 **Bishop Fleming**
Chartered Accountants

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

CONTENTS

| | Page |
|---|----------------|
| Reference and Administrative Details of the Academy, its Trustees and Advisers | 1 |
| Trustees' Report | 2 - 10 |
| Governance Statement | 11 - 13 |
| Statement on Regularity, Propriety and Compliance | 14 |
| Trustees' Responsibilities Statement | 15 |
| Independent Auditors' Report | 16 - 17 |
| Independent Reporting Accountant's Assurance Report on Regularity | 18 - 19 |
| Statement of Financial Activities | 20 |
| Balance Sheet | 21 |
| Cash Flow Statement | 22 |
| Notes to the Financial Statements | 23 - 41 |

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

| | |
|--|---|
| Members | A Flaherty-Weeks The Clifton Catholic Diocesan Education Foundation D R Lang |
| Trustees | A Flaherty-Weeks, Chair ^{1,2,3,4,5} P Thomas, Vice Chair ^{2,3} A Pritchard, Headteacher ^{1,2,3,4,5} S Almeida (resigned 1 June 2015) ^{3,4} B Blacklaws (resigned 31 December 2014) ³ N Harrison, Staff Trustee ^{1,2,4} J John ^{2,3,5} C Kameni ^{2,3} S Land, Deputy Headteacher ^{2,4} L Mortell ^{2,3,5} J Poole ^{2,4} ¹ Admissions Committee ² Curriculum and School Improvement Committee ³ Resources Committee ⁴ Mission and Ethos Committee ⁵ Pay and Recruitment Committee |
| Company registered number | 08260020 |
| Principal and registered office | Luckington Road Monks Park Bristol BS7 0UP |
| Company secretary | E Vaughan |
| Accounting Officer Senior Leadership Team | A Pritchard A Pritchard, Headteacher S Land, Deputy Headteacher & KS1/EYFS Lead, Temporary KS2 Lead (from January 2015) S Winterburn, Temporary KS1/EYFS Lead (from January 2015) L Tumelty-Williams, Temporary KS2 Lead (until January 2015) N Harrison, Inclusion & Pupil Support Lead |
| Independent auditors | Bishop Fleming LLP Chartered Accountants Statutory Auditors 16 Queen Square Bristol BS1 4NT |
| Bankers | Lloyds Bank Plc 20 Badminton Road Downend Bristol BS16 6BW |

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2015**

The Trustees present their annual report together with the Financial Statements and Auditors' Report of the charitable company for the year ended 31 August 2015. The annual report serves the purpose of both a Trustees' Report, and a Directors' Report under company law.

The Trust operates an academy for pupils aged 4 to 11 in providing free Catholic education for pupils of varying abilities. It has a pupil capacity of 210 and had a roll of 209 in the school census of January 2015.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

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

The Trustees of St Teresa's Catholic Primary School Bristol are also the directors of the charitable company for the purposes of company law.

Details of the Trustees who served throughout the year, except as noted, are included in the Reference and Administrative Details on page 1.

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 they cease to be a member.

Trustees' Indemnities

Trustees benefit from indemnity insurance purchased at the Academy's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as Directors of the Academy. The limit of this indemnity is £2,000,000.

TRUSTEES

Method of recruitment and appointment or election of Trustees

The Academy shall have the following Trustees as set out in the Articles of Association and funding agreement:

- The number of Trustees who are appointed by the Trustees shall be subject to a maximum of 12.
- All Trustees shall upon their appointment or election give us a written undertaking to the Trustees and the Diocesan Bishop to uphold the Object of the Academy.
- Up to 7 Foundation Trustees (of which at least 3 must be parents of a registered pupil or former pupil).
- Up to 2 staff Trustees appointed by the Board of Trustees. (The total number of Trustees who are employees of the Academy (including the Headteacher) must not exceed one third of the total number of Governors).
- 1 parent Trustee who is elected by parents of registered pupils at the Academy.
- The Headteacher who is treated for all purposes as being an ex officio Trustee.
- Any additional Trustees (if appointed as seen fit by the Secretary of State).
- The Academy may also have up to 3 co-opted Trustees, providing that the number of Foundation Trustees increases proportionately to ensure that a majority of Trustees are Foundation Trustees by at least two. In the event that a staff member is co-opted, the total number of Trustees employed by the Academy including the Headteacher must not exceed one third of the total number of Trustees.

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

Trustees are appointed for a four year period, except that this time does not apply to the Headteacher. Subject to remaining eligible to be a particular type of Trustee, any Trustee can be re-appointed or re-elected.

When appointing new Trustees, the Board will give consideration to the skills and experience mix of existing Trustees in order to ensure that the Board has the necessary skills to contribute fully to the Academy's development.

Policies and Procedures adopted for the Induction and Training of Trustees

The training and induction provided for new Trustees will depend upon their existing experience but would always include a tour of the Academy and a chance to meet the Chair of Trustees and the Headteacher. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. As there are normally only two or three new Trustees a year, induction tends to be informal and is tailored specifically to the individual. Advantage is taken of specific courses offered by the Diocese, the Local Authority and other bodies.

Organisational Structure

The Board of Trustees normally meets five times a year; twice before Christmas, once in Spring and twice in Summer. The Board establishes an overall framework for the governance of the Academy and determines membership, terms of reference and procedures of Committees and other groups. It receives reports and policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings. The Board may from time to time establish Working Groups to perform specific tasks which would be time limited.

There were 5 committees at the start of the year as follows:

- Admissions Committee – meets at least 3 times a year to agree admissions policy and to deal with admissions.
- Curriculum and School Improvement Committee – meets at least three times a year to evaluate and review Academy policy, practice and performance in relation to curriculum planning, communications, target setting, assessment and Statutory Attainment Tests. It also ensures that the Special Needs, Gifted & Talented Enrichment provision meets the needs of our pupils.
- Resources Committee – this meets at least four times a year and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management and ensuring compliance with reporting and regulatory requirements. The Committee receive reports from the Responsible Officer and from auditors and recommends appropriate actions, and drafting the annual budget which then goes to Board of Trustees for ratification, under its delegated powers and financial policy statements. It also incorporates the role of an Audit Committee. It's other remit is giving detailed consideration to the management of the Academy's estate with due regard to the School Improvement Plan and health and safety, ensuring the buildings are as ecologically efficient as possible, within resources. The committee also has a staffing remit.
- Mission and Ethos Committee - this deals with all matters relating to pupils' spiritual, moral, social, cultural and physical development. Ensuring the Health & Safety, development and well-being of staff and pupils and promoting community cohesion and parental and community engagement. The committee sets priorities for improvement and monitoring and develops and reviews school policies.
- Pay and Recruitment Committee – this formed in January 2014 to deal with staff pay and conditions and appointment of new staff. This Committee meets as and when required.

The following decisions are reserved to the Members; to consider any proposals for changes to the status or constitution of the Academy and it's Committee structure; to appoint or remove the Chair and/or Vice Chair; suspension of Trustees; the appointment of the Headteacher, Deputy Headteacher and Clerk to the Trustees; and approval of the final budget.

The Trustees are responsible for; setting general policy; adopting an annual School Improvement Plan and budget; approving the statutory accounts; monitoring the Academy by the use of budgets and other data; and making major decisions about the direction of the Academy and capital expenditure in line with it's policies.

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

Although Trustees are involved in appointing senior staff, including a Headteacher, the decision of appointment for all but the Deputy Headteacher has been delegated to the Headteacher and members of the Pay and Recruitment Committees / Resources Committee and the Senior Leadership Team (SLT).

The Trustees have devolved responsibility for day to day management of the Academy to the Headteacher and SLT. The SLT comprises the Headteacher, Deputy Headteacher, Key Stage 2 Lead and Inclusion and Pupil Support Lead. The SLT implement policies laid down by the Trustees and report back to them on performance.

The Academy has a leadership structure which consists of the Trustees, the SLT and Subject Leaders. The leadership structure enables the devolution of appropriate responsibility and decision making at all levels.

The Headteacher and Resources Committee are responsible for the authorisation of spending within agreed budgets, a summary of which is in the scheme of delegation / Finance Policy.

The Headteacher is the Accounting Officer.

Connected Organisations, including Related Party Relationships

There are no related parties which either control or significantly influence the decisions and operations of St Teresa's Catholic Primary School, except for the Bishop of Clifton who is the ultimate controlling party by virtue of holding the ability to appoint the majority of the Board of Trustees.

There are no sponsors or Formal Parent Teacher Association associated with the Academy.

OBJECTIVES AND ACTIVITIES

Objects and Aims

The object and activity of the Academy is to advance for the public benefit, and the Church, the education of young people who will shape future society.

The aims of the Academy during the year ended 31 August 2015 were to:

- Secure, preserve and promote Catholic values.
- Provide a broad and balanced curriculum, including extra-curricular opportunities.
- Develop pupils as effective learners.
- Ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care.
- Improve the effectiveness of the school by keeping the curriculum and organisational structure under continual review.
- Maximise the number of pupils who achieve in line with or above national expectations and ensure each one achieves his/her potential.
- Provide value for money for the taxpayer.
- Comply with all appropriate statutory and curriculum requirements.
- Maintain close links with partner schools.
- Develop the Academy's capacity to manage change.
- Conduct the Academy's business in accordance with the highest standards of integrity, probity and openness.

Objectives, Strategies and Activities

St Teresa's is a mixed Catholic Primary school that has a capacity of 210 pupils with year groups of 30 pupils each. St Teresa's serves families within the Diocese of Clifton including parts of Bristol and South Gloucestershire. Our core mission is to provide a Catholic education that inspires our school family to excellence in all our God given talents, where we let our lights shine for all to see.

We are committed to help the pupils we serve maximise their educational opportunity by using the resources at our disposal as efficiently and effectively as possible. Our school vision is 'inspiring each other to excellence in the light of Christ'.

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

The school which has an improving and now excellent reputation for its academic performance was judged by Ofsted as a good school and the Diocese to be an outstanding school in our Section 48 inspection.

The Board of Trustees continue to seek improvements in their work on behalf of the pupils so that we become outstanding in every area.

Applications for places annually far exceed the number available. There were 82, 67, 57 and 57 applications for the 30 places available in September 2012 - 2015 respectively.

94% of our children are of Catholic background. There is a higher than average number of pupils who are from black and minority ethnic groups, 73.5% in 2014/2015, and a more than 50% of our pupils have English as an Additional Language. 9.1% pupils are known to be eligible for Free School Meals (Pupil Premium), which is lower than that the National average (RAISE 2015). St Teresa's has an attendance rate of 96.9% with a 0.4% unauthorised absence rate in 2014/2015.

Within the school, 7.1% of our pupils with identified barriers to learning are on the Special Needs register. These range from pupils with mild learning difficulties to those with statements/Educational Health & Care Plans identifying special support requirements in order that they might more easily access mainstream curriculum provision. These pupils are supported by Learning Support Assistants, our Inclusion and Pupil Support Leader and external agencies as appropriate.

Performance across the school is good or better and by the time children leave school at the end of Year 6, their attainment in all subjects (reading, writing and maths and is 'significantly above average' (RAISE Online Report 2015).

Ofsted in September 2012 said *'The School under the strong leadership of the Headteacher, has significantly improved since the last inspection. A clear vision for the school to be of excellence is promoted by the Senior Leadership Team and embraced by all staff.'*

The report from our Diocesan Inspection in December 2012 where we judged as 'outstanding' stated *'The Catholic life of the school is integral to all aspects of its development and is at the heart of its entire endeavour.' ... 'The ethos of the school is characterised by trust and a sense of belonging, encouraging pupils to develop a sense of self-worth and to respond to the high expectations set for them.' ... 'The Catholic life of the school is vibrant, explicit in every aspect and is of paramount importance. It informs all systems, structures and strategies in theory and in practice.'*

The total numbers of employees, as from September 2015 is 36 including 11 teachers, 25 administration and curriculum support personnel, caretaking and cleaning staff.

Each year in order to bring about improvements and move towards achieving our vision, staff identify key development areas based on self-review and evaluations. These become foci for attention across the school.

Key priorities for the year are contained in our School Improvement Plan which is available from the school office.

Improvement foci for this year include:

- Continuing to raise standards of achievement across the curriculum and school particularly focusing on reading, writing, maths and raising attainment for vulnerable groups.
- Improving the quality of teaching and learning to ensure consistently good or better teaching across the school.
- Continuing to improve the quality of leadership and management in all areas, at all levels.

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy's aims and objectives and in planning its future activities.

As an Academy, we have a duty to support other schools. Our named school in the Academy status application was St Nicholas of Tolentine Catholic Primary School and we continue to work with them in developing staff, curriculum and leadership when appropriate.

STRATEGIC REPORT

Achievements and Performance

The Academy is just beginning its fourth year of operation and has maintained the forecast number of pupils. The total number of pupils in the year ended 31 August 2015 was 211. The Academy is full in year groups and has a waiting list in operation.

The Academy is heavily oversubscribed. There were 57 applications for the 30 places available in Reception in September 2015.

SATs results continue to improve. In Summer 2015, pupils at all levels achieved outstanding results. Achievement both in terms of attainment and progress is significantly above national average by the time pupils reach the end of their primary school (RAISE 2015). In the latest Inspection Dashboard released October 2015 we had many strengths. No weaknesses were identified. This is a significant achievement for the school.

| Key Stage 1 (Year 2) | | | | | | |
|---|--|-----------------------------------|---|------------------------------------|--|-----------------------------------|
| | L2+ National Average 15 | L2+ St Teresa's 15 | L2b+ National Average 15 | L2b+ St Teresa's 15 | L3+ National Average 15 | L3+ St Teresa's 15 |
| Reading | 90% | 90% | 82% | 87% | 32% | 27% |
| Writing | 88% | 90% | 72% | 80% | 18% | 20% |
| Maths | 93% | 90% | 82% | 77% | 26% | 27% |
| Level 2 is the expected level for 7 year olds | | | | | | |

| | L4+ National Average 15 | L4+ St Teresa's Teacher Assesment 15 | L4+ St Teresa's Tests 15 | L5+ National Average 15 | L5+ St Teresa's Teacher Assesment 15 | L5+ St Teresa's Tests 15 | L6+ St Teresa's Tests 15 |
|---|--|---|---|--|---|---|---|
| Reading | 89% | 100% | 100% | 48% | 76% | 69% | 0% |
| Writing | 87% | 97% | Not tested | 36% | 62% | Not tested | 0% |
| SPAG | 80% | n/a | 93% | 55% | n/a | 70% | 0% |
| Maths | 87% | 100% | 100% | 41% | 76% | 69% | 45% |
| Level 4 is the expected level for the children by the time they leave primary school. | | | | | | | |
| L4+ Reading, Writing, Maths 97% - School (National 80%) | | | | | | | |
| L5+ Reading, Writing, Maths 52% - School (National 24%) | | | | | | | |

For Year 6 we have included the figures based on teacher assessment (Level 4 and 5) alongside the results awarded in the tests. You will note that we exceeded the national figure (2015) in all areas

Trustees and staff at St Teresa's are delighted with the fantastic achievements of our Year 6's in 2015.

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

To ensure that teachers continue to develop and improve in their craft, the Academy operates a structured programme of monitoring and evaluating the quality teaching, learning and assessment cycle which includes work sampling, pupil conferencing and lesson observations, which are undertaken by the SLT, Subject leaders and external consultants. There is also a clear framework of peer to peer support and sharing good practice. This also ensures that best practice within the school is known and can be emulated by others thus reducing disparity in performance across our school.

Continuing professional development for teachers has been very successful and is a significant contributor to improved outcomes.

Other Developments

We have carried out four capital building programmes during this last year. They include significant improvements to our Junior playground area, our Early Years Foundation Stage outdoor area and Health and Safety improvements to the kitchen. The kitchen was supported by a Conditions Improvement Fund grant from the EFA. The other two projects were funded using some additional one-off funding and a small lottery 'Awards for All' grant.

In addition, we had a fire on site in May 2015 which affected our Y4 classroom. This resulted in the classroom being badly damaged and out of action until September 2015. Both children and staff were evacuated safely from the building on the day of the incident. Due to our systems, structures and protocols we were able to respond positively to the incident and we were praised by Avon Fire & Rescue Service for our prompt actions and the information that was available to them. Whilst minimal detrimental impact was felt by the children this did have a knock on effect to the running of the business in following up insurance claims etc and responding to works that had to be carried out as a result of fire damage.

Key Performance Indicators

The main financial performance indicator is the level of reserves held at the Balance Sheet date. In particular, the management and spending against the General Annual Grant (GAG) requires special attention to the amount of carry forward. In the year under review, £87,378 was carried forward.

As funding is based on pupil numbers this is also a key performance indicator. Aged 4-11 pupils for 2014/15 were 211, the same as in 2013/14. We are pleased that the Academy has maintained the pupil numbers at this level.

Another key financial performance indicator is the staffing costs as a percentage of the GAG. For 2015 this was 73.7% which is within the optimum level recommended by the EFA.

Going Concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Academy has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Going Concern policy.

FINANCIAL REVIEW

Financial Review

Most of the Academy's income is obtained from the DfE via the EFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2014 and the associated expenditure are shown as restricted Funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the DfE and these are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Academy's Accounting Policies.

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

During the year ended 31 August 2015, total expenditure of £1,092,325 (excluding restricted fixed asset funds) was covered by recurrent grant funding from the DfE and other incoming resources of £1,148,466. The excess income over expenditure for the year (excluding restricted fixed asset funds) was £56,141.

At 31 August 2015 the net book value of fixed assets was £1,720,583 and movements in tangible fixed assets are showing in note 14 to the Financial Statements. The assets were used to provide education and the associated support services to the pupils of the Academy.

Key financial policies adopted or reviewed during the year include the Finance Policy which lays out the framework for financial management, including financial responsibilities of the Board, Headteacher and other staff, as well as delegated authority for spending.

The Trustees have agreed a programme of internal checks on financial controls. Internal Assurance checks continue to be undertaken by the External Auditors and presented to the Resources Committee for review.

Reserves Policy

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

The Academy's current level of unrestricted reserves is £90,902.

The defined benefit pension scheme reserve has a negative balance. The effect of the deficit position of the pension scheme is that the Academy is paying higher employers' pension contributions over a period of years. The higher employers' pension contributions will be met from the Academy's budgeted annual income. Whilst the deficit will not be immediately eliminated, there should be no actual cash flow deficit on the fund, nor any direct impact on the free reserves of the Academy.

Investment Policy

Due to the nature of funding, the Academy may at times hold cash balances surplus to its short term requirements. The Trustees may consider the opening of additional short term bank investment accounts to take advantage of higher interest rates. No other form of investment is authorised.

PRINCIPAL RISKS AND UNCERTAINTIES

The Board of Trustees has reviewed the major risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks.

The principal risks and uncertainties facing the Academy are as follows:

Financial – the Academy has considerable reliance on continued Government funding through the EFA. In the last year 96% of Academy's incoming resources were ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same level or on the same terms.

Governance and/or management – the risk in this area arises from potential failure to manage effectively the Academy's finances, internal controls, compliance with regulations and legislation, statutory returns etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks.

Reputational – the continuing success of the Academy is dependent on attracting applicants in sufficient numbers. To mitigate this risk Trustees ensure that pupil success and achievement are closely monitored and reviewed so that we continue to achieve the highest educational standards.

Safeguarding and Child Protection – the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health and safety discipline.

Staffing – the success of the Academy is reliant on appointing and maintaining quality staff. Trustees monitor

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

and review policies and procedures to ensure continued development and training of staff is a priority, so that staff feel confident in their work and feel successful. Trustees also ensure there is clear succession planning in place.

Fraud and management of funds – The Academy has appointed a Responsible Officer to carry out checks on financial systems and records as required by the Academies Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area. The Headteacher keeps an eye on the budget and is adept at seeking clarification on any fluctuations in spending.

The Academy has continued to strengthen its Risk Management process throughout the year by improving the process and ensuring staff awareness. A risk register is maintained, reviewed and updated on a regular basis.

As highlighted previously, the Academy has agreed a Risk Management Strategy and a Risk Register. These have been discussed by Trustees and include the financial risk to the Academy.

The Trustees have implemented a number of systems to assess and minimise risks, including internal controls described elsewhere. Where significant financial risk still remains they have ensured they have adequate insurance cover.

Whilst the Academy is oversubscribed, risks to revenue funding from a falling roll are small. However, the freeze on the Government's overall education budget, changing in funding arrangements for Higher Needs and increasing employment and premises costs mean that budgets will be increasingly tight in coming years.

The Trustees examine the financial health formally every term, reviewing performance against budgets and overall expenditure by means of regular update report at all Full Governor's and Resources committee meetings. Cash flow forecasts are used to ensure sufficient funds are available to cover all known and anticipated commitments, as well as contingencies.

The Board of Trustees recognises that the defined benefit scheme deficit (Local Government Pension Scheme), which is set out in note 24 to the Financial Statements, represents a significant potential liability. However, as the Trustees consider that the Academy is able to meet its known annual contribution commitments for the foreseeable future, the risk from this liability is minimised.

PLANS FOR FUTURE PERIODS

The Academy will continue to strive to provide outstanding education and to improve the performance of its pupils and staff at all levels. The Academy will maintain its stance, that we attract high quality teachers and support staff in order to deliver its objectives.

The Academy will continue working with partner schools to improve the educational opportunities for pupils in the wider community.

We plan to maintain class sizes of no more than 30, with a Learning Support Assistant in each class which will reflect in academic outcomes being improved.

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

AUDITORS

In so far as the Trustees are aware:

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

The auditors, Bishop Fleming LLP, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

The Trustees' Report, incorporating a Strategic Report was approved by order of the Board of Trustees, as company directors, on 3 December 2015 and signed on the board's behalf by:



A Flaherty-Weeks
Chair of Trustees

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

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

The Board of Trustees has delegated the day-to-day responsibility to the Headteacher, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between St Teresa's Catholic Primary School Bristol and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

GOVERNANCE

The information on governance included here supplements that described in the Trustees' Report and in the Trustees' Responsibilities Statement. The Board of Trustees has formally met 5 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

| Trustee | Meetings attended | Out of a possible |
|----------------------------|-------------------|-------------------|
| A Flaherty-Weeks | 5 | 5 |
| P Thomas, Vice Chair | 5 | 5 |
| A Pritchard, Headteacher | 5 | 5 |
| S Almeida | 4 | 4 |
| B Blacklaws | 5 | 5 |
| N Harrison | 1 | 2 |
| J John | 4 | 5 |
| C Kameni | 5 | 5 |
| S Land, Deputy Headteacher | 5 | 5 |
| L Mortell | 5 | 5 |
| J Poole | 4 | 4 |

Governance reviews:

Governors Self Evaluation and Review takes place annually. This takes place:

- a) as part of a continuing partnership with the Local Authority, acting as School Advisory Service.
- b) as part of the AGM with our members annually.

The Resources Committee is a sub-committee of the main Board of Trustees. Its purpose is to assist the decision making of the Board of Trustees, by enabling more detailed consideration to be given to the best means of fulfilling the Board of Trustees' responsibilities to ensure sound management of the Academy's finances and resources, including proper planning, monitoring and probity. To make appropriate comments and recommendation on such matters to the Board of Trustees on a regular basis. Major issues will be referred to the full Board of Trustees for ratification.

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

GOVERNANCE STATEMENT (continued)

Attendance at meetings in the year was as follows:

| Trustee | Meetings attended | Out of a possible |
|--------------------------|-------------------|-------------------|
| S Almeida | 2 | 5 |
| B Blacklaws | 2 | 3 |
| A Flaherty-Weeks | 5 | 6 |
| J John | 5 | 6 |
| C Kameni | 6 | 6 |
| L Mortell | 4 | 5 |
| A Pritchard, Headteacher | 6 | 6 |
| P Thomas | 6 | 6 |

REVIEW OF VALUE FOR MONEY

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

The Accounting Officer considers how the Academies use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer for the Academy has delivered improved value for money during the year by:

- The Resources Committee monitor, evaluate, review and challenge performance in relation to financial management and risk, to ensure effectiveness of spending and compliance with reporting, regulatory and internal financial control;
- During 2014/15 the Academy made savings through adhering to this policy and continuing its membership of the CPC and Church Market Place;
- The Academy monitors outgoings carefully to ensure best value in all areas of purchasing and procurement; and
- The Academy continues to work collaboratively with others to reduce procurement costs.

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in St Teresa's Catholic Primary School Bristol for the year 1 September 2014 to 31 August 2015 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The Board of Trustees has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks, that has been in place for the year 1 September 2014 to 31 August 2015 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

THE RISK AND CONTROL FRAMEWORK

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

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

GOVERNANCE STATEMENT (continued)

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- regular reviews by the 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 (asset purchase or capital investment) guidelines.
- delegation of authority and segregation of duties;
- identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed Bishop Fleming LLP, the external auditors, to perform additional checks.

The auditors' role includes giving advice on financial matters and performing a range of checks on the Academy's financial systems. In particular the checks carried out in the current period included:

- Review of the income system;
- Review of the payroll system;
- Review of the expenditure system;
- Review of the fixed asset system; and
- Review of the accounting system.

On a termly basis, the auditors report to the Board of Trustees on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

During the year, the auditors have delivered their schedule of work as planned, and there were no material control issues as a result of the auditors' work.

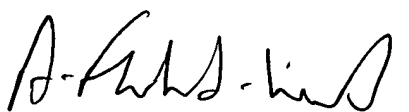
REVIEW OF EFFECTIVENESS

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

- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the Board of Trustees on 3 December 2015 and signed on its behalf, by:



A Flaherty-Weeks
Chair of Trustees



A Pritchard
Accounting Officer

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of St Teresa's Catholic Primary School Bristol I have considered my responsibility to notify the Academy Board of Trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the Academy and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook.

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

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



A Pritchard
Accounting Officer

Date: 3 December 2015

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' RESPONSIBILITIES STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015**

The Trustees (who act as governors of St Teresa's Catholic Primary School Bristol and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report (including the Strategic Report) and the Financial Statements in accordance with the Annual Accounts Direction issued by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

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

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

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

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

Approved by order of the members of the Board of Trustees and signed on its behalf by:



A Flaherty-Weeks
Chair of Trustees

Date: 3 December 2015

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ST TERESA'S CATHOLIC PRIMARY
SCHOOL BRISTOL**

We have audited the financial statements of St Teresa's Catholic Primary School Bristol for the year ended 31 August 2015 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Academies Accounts Direction 2014 to 2015 issued by the Education Funding Agency.

This report is made solely to the Academy's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Academy's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy and its members, as a body, for our audit work, for this report, or for the opinion we have formed.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the Academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Academy's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' 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.

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2015 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Academies Accounts Direction 2014 to 2015 issued by the Education Funding Agency.

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

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

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ST TERESA'S CATHOLIC PRIMARY
SCHOOL BRISTOL**

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

Bishop Fleming LLP

David Butler FCA DChA (Senior Statutory Auditor)

for and on behalf of

Bishop Fleming LLP

Chartered Accountants

Statutory Auditors

16 Queen Square

Bristol

BS1 4NT

Date: *16 December 2018*

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL AND THE EDUCATION FUNDING AGENCY

In accordance with the terms of our engagement letter dated 27 August 2013 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2014 to 2015, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by St Teresa's Catholic Primary School Bristol during the year 1 September 2014 to 31 August 2015 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

RESPECTIVE RESPONSIBILITIES OF ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT

The Accounting Officer is responsible, under the requirements of St Teresa's Catholic Primary School Bristol's funding agreement with the Secretary of State for Education dated 18 December 2012, and the Academies Financial Handbook extant from 1 September 2014, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2014 to 2015. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2014 to 31 August 2015 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

APPROACH

We conducted our engagement in accordance with the Academies Accounts Direction 2014 to 2015 issued by EFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

Our work on regularity included a review of the internal controls policies and procedures that have been implemented and an assessment of their design and effectiveness to understand how the academy complied with the framework of authorities. We also reviewed the reports commissioned by the trustees to assess the internal controls throughout the year.

We performed detailed testing based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit on the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO ST TERESA'S
CATHOLIC PRIMARY SCHOOL BRISTOL AND THE EDUCATION FUNDING AGENCY (continued)**

CONCLUSION

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2014 to 31 August 2015 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Bishop Fleming LLP

David Butler FCA DChA (Reporting Accountant)

Bishop Fleming LLP
Chartered Accountants
Statutory Auditors
16 Queen Square
Bristol
BS1 4NT

Date: *16 December 2015*

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating Income and Expenditure Account and Statement of Total Recognised Gains and Losses)
FOR THE YEAR ENDED 31 AUGUST 2015

| | Note | Unrestricted funds 2015 £ | Restricted funds 2015 £ | Restricted fixed asset funds 2015 £ | Total funds 2015 £ | Total funds 2014 £ |
|---|------|------------------------------------|----------------------------------|---|-----------------------------|-----------------------------|
| INCOMING RESOURCES | | | | | | |
| Incoming resources from generated funds: | | | | | | |
| Voluntary income | 2 | 1,310 | 7,521 | - | 8,831 | 15,281 |
| Activities for generating funds | 3 | 1,704 | - | - | 1,704 | 3,650 |
| Investment income | 4 | 242 | - | - | 242 | 225 |
| Incoming resources from charitable activities | 5 | 29,329 | 1,108,360 | 16,374 | 1,154,063 | 962,493 |
| TOTAL INCOMING RESOURCES | | 32,585 | 1,115,881 | 16,374 | 1,164,840 | 981,649 |
| RESOURCES EXPENDED | | | | | | |
| Charitable activities | | 31,369 | 1,048,817 | 46,138 | 1,126,324 | 946,902 |
| Governance costs | 9 | - | 12,139 | - | 12,139 | 16,985 |
| TOTAL RESOURCES EXPENDED | 6 | 31,369 | 1,060,956 | 46,138 | 1,138,463 | 963,887 |
| NET INCOMING RESOURCES BEFORE TRANSFERS | | 1,216 | 54,925 | (29,764) | 26,377 | 17,762 |
| Transfers between Funds | 17 | - | (53,736) | 53,736 | - | - |
| NET INCOME FOR THE YEAR | | 1,216 | 1,189 | 23,972 | 26,377 | 17,762 |
| Actuarial gains and losses on defined benefit pension schemes | | - | (9,000) | - | (9,000) | 35,000 |
| NET MOVEMENT IN FUNDS FOR THE YEAR | | 1,216 | (7,811) | 23,972 | 17,377 | 52,762 |
| Total funds at 1 September | | 89,686 | (219,811) | 1,696,611 | 1,566,486 | 1,513,724 |
| TOTAL FUNDS AT 31 AUGUST | | 90,902 | (227,622) | 1,720,583 | 1,583,863 | 1,566,486 |

All of the Academy's activities derive from continuing operations for the current and prior year.

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

The notes on pages 23 to 41 form part of these financial statements.

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER: 08260020

BALANCE SHEET
AS AT 31 AUGUST 2015

| | Note | £ | 2015 £ | £ | 2014 £ |
|---|------|------------------|------------------|------------------|------------------|
| FIXED ASSETS | | | | | |
| Tangible assets | 14 | | 1,720,583 | | 1,696,611 |
| CURRENT ASSETS | | | | | |
| Debtors | 15 | 58,857 | | 50,016 | |
| Cash at bank and in hand | | 343,087 | | 211,103 | |
| | | 401,944 | | 261,119 | |
| CREDITORS: amounts falling due within one year | 16 | (223,664) | | (104,244) | |
| NET CURRENT ASSETS | | | 178,280 | | 156,875 |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | 1,898,863 | | 1,853,486 |
| Defined benefit pension scheme liability | 24 | | (315,000) | | (287,000) |
| NET ASSETS INCLUDING PENSION SCHEME LIABILITY | | | 1,583,863 | | 1,566,486 |
| FUNDS OF THE ACADEMY | | | | | |
| Restricted funds: | | | | | |
| General funds | 17 | 87,378 | | 67,189 | |
| Fixed asset funds | 17 | 1,720,583 | | 1,696,611 | |
| Restricted funds excluding pension liability | | 1,807,961 | | 1,763,800 | |
| Pension reserve | | (315,000) | | (287,000) | |
| Total restricted funds | | | 1,492,961 | | 1,476,800 |
| Unrestricted funds | 17 | | 90,902 | | 89,686 |
| TOTAL FUNDS | | | 1,583,863 | | 1,566,486 |

The financial statements were approved by the Trustees, and authorised for issue, on 3 December 2015 and are signed on their behalf, by:



A Flaherty-Weeks
Chair of Trustees

The notes on pages 23 to 41 form part of these financial statements.

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

| | Note | 2015 £ | 2014 £ |
|---|-------------|-------------------|-------------------|
| Net cash flow from operating activities | 19 | 185,478 | 26,853 |
| Returns on investments and servicing of finance | 20 | 242 | 225 |
| Capital expenditure and financial investment | 20 | (53,736) | (12,869) |
| INCREASE IN CASH IN THE YEAR | | 131,984 | 14,209 |

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

| | 2015 £ | 2014 £ |
|--|-------------------|-------------------|
| Increase in cash in the year | 131,984 | 14,209 |
| MOVEMENT IN NET FUNDS IN THE YEAR | 131,984 | 14,209 |
| Net funds at 1 September | 211,103 | 196,894 |
| NET FUNDS AT 31 AUGUST | 343,087 | 211,103 |

The notes on pages 23 to 41 form part of these financial statements.

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005, the Academies Accounts Direction 2014 to 2015 issued by EFA, applicable accounting standards and the Companies Act 2006.

1.2 GOING CONCERN

The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of approval of the financial statements. The Trustees conclude that it is appropriate to prepare accounts on the going concern basis for the year ended 31 August 2015.

1.3 FUND ACCOUNTING

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

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

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

1.4 INCOMING RESOURCES

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

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

General Annual Grant is recognised in full in the year for which it is receivable and any unspent amount is reflected as a balance in the restricted general fund.

Capital grants are recognised when receivable and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted fixed asset fund.

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

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

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES (continued)

1.5 RESOURCES EXPENDED

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

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

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

All resources expended are inclusive of irrecoverable VAT.

1.6 TANGIBLE FIXED ASSETS AND DEPRECIATION

All assets costing more than £1,000 are capitalised.

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

A review for impairment of 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.

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

| | | |
|-------------------------------|---|------------------------------------|
| Long term leasehold buildings | - | straight line over 50 years |
| Long term leasehold land | - | straight line over 125 years |
| Fixtures and fittings | - | straight line over 10 years |
| Office equipment | - | straight line over 7 years |
| Computer equipment | - | straight line over 5 years |
| Assets under construction | - | depreciated when brought in to use |

The Academy has been granted use of a number of school buildings from the Diocese of Clifton under a selection of Supplemental Agreements. The Academies Financial Handbook 2014/15 prescribes that under this agreement the risks and rewards of ownership remain with the Academy. The land and buildings have been included within the long-term leasehold property of the Academy.

The Supplemental Agreement includes the right for the Diocese of Clifton to give not less than 2 years written notice to the Academy and Secretary of State for Education to terminate the agreement. No such written notice has been received as at the date of the approval of the financial statements.

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES (continued)

1.7 OPERATING LEASES

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

1.8 TAXATION

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

1.9 PENSIONS

Retirement benefits to employees of the Academy are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes and the assets are held separately from those of the Academy.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in note 24, the TPS is a multi-employer scheme and the Academy is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The LGPS is a funded scheme and the assets are held separately from those of the Academy in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)

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

2. VOLUNTARY INCOME

| | Unrestricted funds 2015 £ | Restricted funds 2015 £ | Total funds 2015 £ | Total funds 2014 £ |
|-----------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Donations | 1,310 | 7,521 | 8,831 | 15,281 |

3. ACTIVITIES FOR GENERATING FUNDS

| | Unrestricted funds 2015 £ | Restricted funds 2015 £ | Total funds 2015 £ | Total funds 2014 £ |
|-------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Lettings | 90 | - | 90 | 48 |
| External Catering | 1,064 | - | 1,064 | - |
| Consultancy | 550 | - | 550 | 3,602 |
| | 1,704 | - | 1,704 | 3,650 |

4. INVESTMENT INCOME

| | Unrestricted funds 2015 £ | Restricted funds 2015 £ | Total funds 2015 £ | Total funds 2014 £ |
|---------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Bank interest | 242 | - | 242 | 225 |

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)

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

5. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

| | Unrestricted funds 2015 £ | Restricted funds 2015 £ | Total funds 2015 £ | Total funds 2014 £ |
|-------------------------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| DfE/EFA grants | | | | |
| Capital Grants | - | 46,318 | 46,318 | 6,351 |
| General Annual Grant | - | 961,485 | 961,485 | 858,573 |
| Universal Infant Free School Meals | - | 32,557 | 32,557 | - |
| Other DfE/EFA revenue grants | - | 38,221 | 38,221 | 39,081 |
| | - | 1,078,581 | 1,078,581 | 904,005 |
| Other Government grants | | | | |
| High Needs | - | 28,333 | 28,333 | 21,220 |
| Other government capital grants | - | - | - | 1,233 |
| Other government revenue grants | 1,500 | - | 1,500 | - |
| | 1,500 | 28,333 | 29,833 | 22,453 |
| Other funding | | | | |
| Other capital grants | - | 10,000 | 10,000 | - |
| Internal catering income | 13,441 | - | 13,441 | 20,599 |
| Income for hosting trainee teachers | - | 3,000 | 3,000 | 2,520 |
| Sales to students | 1,821 | - | 1,821 | 789 |
| Music Tuition | 9,711 | - | 9,711 | 9,736 |
| Other | 2,856 | 4,820 | 7,676 | 2,391 |
| | 27,829 | 17,820 | 45,649 | 36,035 |
| | 29,329 | 1,124,734 | 1,154,063 | 962,493 |

6. RESOURCES EXPENDED

| | Staff costs 2015 £ | Non Pay Premises 2015 £ | Expenditure Other 2015 £ | Total 2015 £ | Total 2014 £ |
|------------------------------|--------------------------|----------------------------------|-----------------------------------|--------------------|--------------------|
| Direct costs | 600,800 | 25,794 | 102,675 | 729,269 | 687,950 |
| Support costs | 105,824 | 151,339 | 139,892 | 397,055 | 258,952 |
| CHARITABLE ACTIVITIES | 706,624 | 177,133 | 242,567 | 1,126,324 | 946,902 |
| GOVERNANCE | 2,027 | - | 10,112 | 12,139 | 16,985 |
| | 708,651 | 177,133 | 252,679 | 1,138,463 | 963,887 |

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)

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

7. DIRECT COSTS

| | Total funds 2015 £ | Total 2014 £ |
|---|---------------------------------------|-----------------------------|
| Pension finance costs | 5,786 | 6,652 |
| Educational supplies | 36,259 | 35,990 |
| Staff development | 27,785 | 28,704 |
| Educational visits, music tuition and other costs | 21,385 | 18,716 |
| Supply teachers | 17,285 | 15,584 |
| Wages and salaries | 473,181 | 456,947 |
| National insurance | 30,711 | 25,212 |
| Pension cost | 79,623 | 68,138 |
| Depreciation | 37,254 | 32,007 |
| | 729,269 | 687,950 |

8. SUPPORT COSTS

| | Total funds 2015 £ | Total 2014 £ |
|---------------------------------------|---------------------------------------|-----------------------------|
| Pension finance costs | 3,214 | 4,348 |
| Other costs | 1,118 | 757 |
| Recruitment and support | 6,608 | 2,277 |
| Maintenance of premises and equipment | 119,627 | 30,396 |
| Cleaning | 12,282 | 11,382 |
| Rent and rates | 4,792 | 4,630 |
| Energy costs | 14,492 | 15,700 |
| Insurance | 20,916 | 19,464 |
| Security and transport | 8,436 | 7,258 |
| Catering | 48,893 | 24,198 |
| Technology costs | 29,854 | 24,345 |
| Office overheads | 9,296 | 5,599 |
| Legal and professional | 4,315 | 4,323 |
| Bank interest and charges | 825 | 836 |
| Wages and salaries | 85,255 | 79,955 |
| National insurance | 2,316 | 2,698 |
| Pension cost | 18,254 | 15,185 |
| Depreciation | 6,562 | 5,601 |
| | 397,055 | 258,952 |

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)

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

9. GOVERNANCE COSTS

| | Total funds 2015 £ | Total funds 2014 £ |
|---------------------------|---------------------------------------|---------------------------------------|
| Auditors' remuneration | 6,785 | 6,650 |
| Auditors' non-audit costs | 3,600 | 3,025 |
| Legal and professional | (1,060) | 4,532 |
| Other costs | 787 | 831 |
| Wages and salaries | 1,802 | 1,752 |
| Pension costs | 225 | 195 |
| | 12,139 | 16,985 |

10. NET INCOMING RESOURCES

This is stated after charging:

| | 2015 £ | 2014 £ |
|--|-------------------|-------------------|
| Depreciation of tangible fixed assets: | | |
| - owned by the charity | 43,817 | 37,608 |
| Auditors' remuneration | 6,785 | 6,650 |
| Auditors' non-audit costs | 3,600 | 3,025 |
| Operating lease rentals: | | |
| - other fixed assets | 2,555 | 1,702 |

11. STAFF

a. Staff costs

Staff costs were as follows:

| | 2015 £ | 2014 £ |
|-----------------------|-------------------|-------------------|
| Wages and salaries | 560,238 | 538,654 |
| Social security costs | 33,026 | 27,910 |
| Pension costs | 98,102 | 83,518 |
| | 691,366 | 650,082 |
| Supply teacher costs | 17,285 | 15,584 |
| | 708,651 | 665,666 |

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)

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

11. STAFF (continued)

b. Staff numbers

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

| | 2015 | 2014 |
|-----------------------------|------------------|-----------|
| | No. | No. |
| Teachers | 9 | 8 |
| Pupil support | 7 | 7 |
| Administration and premises | 4 | 4 |
| Management | 1 | 1 |
| | <u>21</u> | <u>20</u> |

c. Higher paid staff

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

| | 2015 | 2014 |
|-------------------------------|-----------------|----------|
| | No. | No. |
| In the band £60,001 - £70,000 | <u>1</u> | <u>0</u> |

The above employee participated in the Teachers' Pension Scheme. During the year ended 31 August 2015, pension contributions for this employee amounted to £8,478.

12. TRUSTEES' REMUNERATION AND EXPENSES

The Headteacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff, and not in respect of their services as Trustees. Other Trustees did not receive any payment from the Academy in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows; A Pritchard: Remuneration £60,000 - £65,000 (2014: £55,000 - £60,000), Employer's pension contributions £5,000 - £10,000 (2014: £5,000 - £10,000), N Harrison: Remuneration £20,000 - £25,000 (2014 (8 month period): £10,000 - £15,000), Employer's pension contributions £0 - £5,000 (2014: £0 - £5,000) and S Land: Remuneration £45,000 - £50,000 (2014: £40,000 - £45,000), Employer's pension contributions £5,000 - £10,000 (2014: £5,000 - £10,000).

During the year retirement benefits were accruing to 3 Trustees (2014: 4) in respect of defined benefit pension schemes.

During the year, no Trustees received any benefits in kind (2014: £NIL).

During the year ended 31 August 2015, expenses totalling £286 (2014: £232) were reimbursed to 2 Trustees (2014: 4).

Other related party transactions involving the Trustees are set out in note 26.

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)

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

13. TRUSTEES' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the Academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £2,000,000 on any one claim and the cost for the year ended 31 August 2015 was £623 (2014: £563). The cost of this insurance is included in the total insurance cost.

14. TANGIBLE FIXED ASSETS

| | Long term leasehold land and buildings £ | Fixtures and fittings £ | Office equipment £ | Computer equipment £ | Assets under construction £ | Total £ |
|--------------------------|--|----------------------------------|--------------------------|----------------------------|--------------------------------------|------------|
| COST | | | | | | |
| At 1 September 2014 | 1,697,315 | - | 16,143 | 33,413 | 8,499 | 1,755,370 |
| Additions | - | 47,643 | 7,096 | 15,371 | - | 70,110 |
| Disposals | - | - | - | (3,457) | - | (3,457) |
| Transfer between classes | - | 8,499 | - | - | (8,499) | - |
| At 31 August 2015 | 1,697,315 | 56,142 | 23,239 | 45,327 | - | 1,822,023 |
| DEPRECIATION | | | | | | |
| At 1 September 2014 | 53,106 | - | 2,009 | 3,644 | - | 58,759 |
| Charge for the year | 30,346 | 2,681 | 2,671 | 8,119 | - | 43,817 |
| On disposals | - | - | - | (1,136) | - | (1,136) |
| At 31 August 2015 | 83,452 | 2,681 | 4,680 | 10,627 | - | 101,440 |
| NET BOOK VALUE | | | | | | |
| At 31 August 2015 | 1,613,863 | 53,461 | 18,559 | 34,700 | - | 1,720,583 |
| At 31 August 2014 | 1,644,209 | - | 14,134 | 29,769 | 8,499 | 1,696,611 |

15. DEBTORS

| | 2015 £ | 2014 £ |
|--------------------------------|---------------|---------------|
| Trade debtors | 951 | 489 |
| VAT repayable | 19,667 | 17,012 |
| Other debtors | 4,728 | 96 |
| Prepayments and accrued income | 33,511 | 32,419 |
| | 58,857 | 50,016 |

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)

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

16. CREDITORS:
AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2015 | 2014 |
|------------------------------------|-----------------------|----------------|
| | £ | £ |
| Trade creditors | 116,925 | 51,424 |
| Other taxation and social security | 8,369 | 9,448 |
| Other creditors | 12,737 | 4,239 |
| Accruals and deferred income | 85,633 | 39,133 |
| | <u>223,664</u> | <u>104,244</u> |

| | £ |
|--------------------------------------|----------------------|
| DEFERRED INCOME | |
| Deferred income at 1 September 2014 | 20,810 |
| Resources deferred during the year | 20,514 |
| Amounts released from previous years | (20,810) |
| | <u>20,514</u> |
| Deferred income at 31 August 2015 | <u>20,514</u> |

At the Balance Sheet date the Academy was holding funds received in advance for Universal Infant Free School Meals and music tuition for the 2015/16 academic year.

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)

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

17. STATEMENT OF FUNDS

| | Brought Forward £ | Incoming resources £ | Resources Expended £ | Transfers in/out £ | Gains/ (Losses) £ | Carried Forward £ |
|--|-------------------------|----------------------------|----------------------------|--------------------------|-------------------------|-------------------------|
| UNRESTRICTED FUNDS | | | | | | |
| General Fund | 89,686 | 32,585 | (31,369) | - | - | 90,902 |
| RESTRICTED FUNDS | | | | | | |
| General Annual Grant (GAG) | 67,189 | 961,485 | (895,311) | (45,985) | - | 87,378 |
| High Needs | - | 28,333 | (28,333) | - | - | - |
| Pupil premium | - | 29,316 | (29,316) | - | - | - |
| Universal infants free school meals | - | 32,557 | (32,557) | - | - | - |
| Condition Improvement Fund (CIF) | - | 39,944 | (35,793) | (4,151) | - | - |
| Other DfE/EFA grants | - | 8,905 | (8,905) | - | - | - |
| Other restricted funds | - | 15,341 | (11,741) | (3,600) | - | - |
| Pension reserve | (287,000) | - | (19,000) | - | (9,000) | (315,000) |
| | (219,811) | 1,115,881 | (1,060,956) | (53,736) | (9,000) | (227,622) |
| RESTRICTED FIXED ASSET FUNDS | | | | | | |
| Fixed assets transferred on conversion | 1,644,208 | - | (30,346) | - | - | 1,613,862 |
| Fixed assets purchased from GAG and other restricted funds | 37,207 | - | (11,445) | 49,585 | - | 75,347 |
| DfE/EFA Capital grants | 11,196 | 6,374 | (3,780) | 4,151 | - | 17,941 |
| Donations | 4,000 | - | (400) | - | - | 3,600 |
| Awards for All grant | - | 10,000 | (167) | - | - | 9,833 |
| | 1,696,611 | 16,374 | (46,138) | 53,736 | - | 1,720,583 |
| Total restricted funds | 1,476,800 | 1,132,255 | (1,107,094) | - | (9,000) | 1,492,961 |
| Total of funds | 1,566,486 | 1,164,840 | (1,138,463) | - | (9,000) | 1,583,863 |

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

17. STATEMENT OF FUNDS (continued)

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

RESTRICTED FUNDS

The General Annual Grant (GAG) represents funding received from the EFA during the period in order to fund the continuing activities of the school.

High Needs is funding is received from the Local Authority to cater for pupils with learning difficulties and other disabilities.

Pupil premium funding represents amounts received from the EFA to cater for disadvantaged pupils, and also includes Named Pupil Allowance income.

Universal infants free school meals funding represents amounts received from the EFA to support the Academy in delivering the legal requirement to offer free school meals to all their pupils in Year Groups R, 1 and 2.

Condition Improvement Fund (CIF) represents amounts received from the EFA for kitchen refurbishments.

Other DfE/EFA grants is income received from the EFA to improve the quality of the PE and sport activities offered to pupils.

Other restricted funds represents various small donations received.

The pension reserve represents the Academy's share of the assets and liabilities in the Local Government Pension Scheme. As with most pension schemes this is currently in deficit due to an excess of scheme liabilities over scheme assets which was inherited on conversion to an academy. The Academy is following the recommendations of the actuary to reduce the deficit by making additional contributions over a number of years.

RESTRICTED FIXED ASSET FUNDS

Fixed assets transferred on conversion represent the land and building donated to the school from Bristol City Council on conversion to an Academy.

Fixed assets purchased from GAG represents amounts spent on fixed assets from the GAG funding received from the EFA.

DfE/EFA capital funds represent amounts funding received from the EFA to purchase fixed assets.

Donations is income from other sources to purchase specific fixed assets.

Awards for All represents lottery funding received to create an area for all weather outdoor play and learning.

TRANSFERS BETWEEN FUNDS

The transfer from the restricted funds to the restricted fixed asset funds represents the total capital expenditure from the General Annual Grant (GAG), Condition Improvement Fund (CIF) and Other restricted funds.

OTHER INFORMATION

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2015.

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)

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

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted funds 2015 £ | Restricted funds 2015 £ | Restricted fixed asset funds 2015 £ | Total funds 2015 £ | Total funds 2014 £ |
|-------------------------------|------------------------------------|----------------------------------|---|-----------------------------|-----------------------------|
| Tangible fixed assets | - | - | 1,720,583 | 1,720,583 | 1,696,611 |
| Current assets | 92,425 | 309,519 | - | 401,944 | 261,119 |
| Creditors due within one year | (1,523) | (222,141) | - | (223,664) | (104,244) |
| Pension scheme liability | - | (315,000) | - | (315,000) | (287,000) |
| | <u>90,902</u> | <u>(227,622)</u> | <u>1,720,583</u> | <u>1,583,863</u> | <u>1,566,486</u> |

19. NET CASH FLOW FROM OPERATING ACTIVITIES

| | 2015 £ | 2014 £ |
|--|----------------|---------------|
| Net incoming resources | 26,377 | 17,762 |
| Returns on investments and servicing of finance | (242) | (225) |
| Depreciation of tangible fixed assets | 43,817 | 37,608 |
| Deficit on disposal of tangible fixed assets | 2,321 | - |
| Capital grants | (16,374) | (10,351) |
| Increase in debtors | (8,841) | (11,232) |
| Increase/(decrease) in creditors | 119,420 | (19,709) |
| Defined benefit pension scheme adjustments | 19,000 | 13,000 |
| NET CASH INFLOW FROM OPERATING ACTIVITIES | <u>185,478</u> | <u>26,853</u> |

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

| | 2015 £ | 2014 £ |
|---|-----------------|-----------------|
| RETURNS ON INVESTMENTS AND SERVICING OF FINANCE | | |
| Interest received | <u>242</u> | <u>225</u> |
| | 2015 £ | 2014 £ |
| CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT | | |
| Purchase of tangible fixed assets | (70,110) | (23,220) |
| Capital grants from DfE | 16,374 | 10,351 |
| NET CASH OUTFLOW FROM CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT | <u>(53,736)</u> | <u>(12,869)</u> |

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

21. ANALYSIS OF CHANGES IN NET FUNDS

| | 1 September 2014 £ | Cash flow £ | 31 August 2015 £ |
|---------------------------|-----------------------------|----------------|------------------------|
| Cash at bank and in hand: | 211,103 | 131,984 | 343,087 |
| NET FUNDS | 211,103 | 131,984 | 343,087 |

22. CAPITAL COMMITMENTS

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

| | 2015 £ | 2014 £ |
|---|-----------|-----------|
| Contracted for but not provided in these financial statements | - | 2,881 |

23. 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.

24. PENSION COMMITMENTS

The Academy's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Bristol City Council. Both are defined benefit schemes.

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

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

24. PENSION COMMITMENTS (continued)

Valuation of the Teachers' Pension Scheme

Not less than every four years the Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge) (currently 14.1%);
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%

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

The pension costs paid to TPS in the period amounted to £48,173 (2014: £45,158).

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

Under the definitions set out in Financial Reporting Standard (FRS 17) Retirement Benefits, the TPS is a multi-employer pension scheme. The Academy has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2015 was £53,000, of which employer's contributions totalled £40,000 and employees' contributions totalled £13,000. The agreed contribution rates for future years are 13.5% for employers and 5.5 - 12.5% for employees.

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

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)

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

24. PENSION COMMITMENTS (continued)

The Academy's share of the assets and liabilities in the scheme and the expected rates of return were:

| | Expected return at 31 August 2015 % | Fair value at 31 August 2015 £ | Expected return at 31 August 2014 % | Fair value at 31 August 2014 £ |
|-------------------------------------|---|---|---|---|
| Equities | 6.50 | 131,000 | 7.00 | 107,000 |
| Government bonds | 2.50 | 21,000 | 2.90 | 17,000 |
| Other bonds | 3.60 | 27,000 | 3.80 | 21,000 |
| Property | 6.10 | 19,000 | 6.20 | 15,000 |
| Cash | 0.50 | 5,000 | 0.50 | 6,000 |
| Other | 6.50 | 32,000 | 7.00 | 29,000 |
| Total market value of assets | | 235,000 | | 195,000 |
| Present value of scheme liabilities | | (550,000) | | (482,000) |
| Deficit in the scheme | | (315,000) | | (287,000) |

The amounts recognised in the Balance Sheet are as follows:

| | 2015 £ | 2014 £ |
|-------------------------------------|------------------|------------------|
| Present value of funded obligations | (550,000) | (482,000) |
| Fair value of scheme assets | 235,000 | 195,000 |
| Net liability | (315,000) | (287,000) |

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

| | 2015 £ | 2014 £ |
|----------------------------------|-----------------|-----------------|
| Current service cost | (50,000) | (38,000) |
| Interest on obligation | (20,000) | (19,000) |
| Expected return on scheme assets | 11,000 | 8,000 |
| Total | (59,000) | (49,000) |
| Actual return on scheme assets | - | 14,000 |

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)

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

24. PENSION COMMITMENTS (continued)

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

| | 2015 £ | 2014 £ |
|--------------------------------------|----------------|----------------|
| Opening defined benefit obligation | 482,000 | 413,000 |
| Current service cost | 50,000 | 38,000 |
| Interest cost | 20,000 | 19,000 |
| Contributions by scheme participants | 13,000 | 12,000 |
| Benefits paid | (15,000) | - |
| Liability transferred on conversion | - | - |
| | <u>550,000</u> | <u>482,000</u> |
| Closing defined benefit obligation | <u>550,000</u> | <u>482,000</u> |

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

| | 2015 £ | 2014 £ |
|-------------------------------------|----------------|----------------|
| Opening fair value of scheme assets | 195,000 | 104,000 |
| Expected return on assets | 11,000 | 8,000 |
| Actuarial gains and (losses) | (9,000) | 35,000 |
| Contributions by employer | 40,000 | 36,000 |
| Contributions by employees | 13,000 | 12,000 |
| Benefits paid | (15,000) | - |
| | <u>235,000</u> | <u>195,000</u> |
| | <u>235,000</u> | <u>195,000</u> |

The cumulative amount of actuarial gains and losses recognised in the Statement of Financial Activities was a gain of £42,000 (2014: £51,000).

The Academy expects to contribute £43,000 to its Defined Benefit Pension Scheme in 2016.

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

| | 2015 | 2014 |
|------------------|---------|---------|
| Equities | 55.60 % | 55.10 % |
| Government Bonds | 9.00 % | 8.60 % |
| Other Bonds | 11.30 % | 10.70 % |
| Property | 8.10 % | 7.60 % |
| Cash | 2.20 % | 3.30 % |
| Other | 13.80 % | 14.70 % |

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

| | 2015 | 2014 |
|--|--------|--------|
| Discount rate for scheme liabilities | 4.00 % | 4.00 % |
| Expected return on scheme assets at 31 August | 5.28 % | 5.66 % |
| Rate of increase in salaries | 3.70 % | 3.70 % |
| Rate of increase for pensions in payment / inflation | 2.20 % | 2.20 % |
| Inflation assumption (CPI) | 2.20 % | 2.20 % |

ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)

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

24. PENSION COMMITMENTS (continued)

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

| | 2015 | 2014 |
|----------------------|------------|------------|
| Retiring today | | |
| Males | 23.4 years | 23.3 years |
| Females | 25.9 years | 25.8 years |
| Retiring in 20 years | | |
| Males | 25.8 years | 25.7 years |
| Females | 28.8 years | 28.7 years |

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

Defined benefit pension schemes

| | 2015 £ | 2014 £ | 2013 £ |
|--|-----------|-----------|-----------|
| Defined benefit obligation | (550,000) | (482,000) | (413,000) |
| Scheme assets | 235,000 | 195,000 | 104,000 |
| Deficit | (315,000) | (287,000) | (309,000) |
| Experience adjustments on scheme liabilities | - | - | 10,000 |
| Experience adjustments on scheme assets | (9,000) | 35,000 | 6,000 |

25. OPERATING LEASE COMMITMENTS

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

| | Other 2014 £ | Other 2013 £ |
|-----------------------|--------------------|--------------------|
| EXPIRY DATE: | | |
| Within 1 year | - | 425 |
| Between 2 and 5 years | 2,130 | - |

**ST TERESA'S CATHOLIC PRIMARY SCHOOL BRISTOL
(A COMPANY LIMITED BY GUARANTEE)**

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

26. RELATED PARTY TRANSACTIONS

Owing to the nature of the Academy's operations and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy's financial regulations and normal procurement procedures. The following related party transactions took place in the period of account.

The Diocese of Clifton, an entity under common ultimate control, invoiced the Academy £2,465 (2014: £2,858) for core services and training and paid the Academy £NIL (2014: £1,250) to cover supply costs. At the year end there was no outstanding balance owed or owing (2014: £NIL).

There were no other significant transactions during the year.

27. CONTROLLING PARTY

The ultimate controlling party is the Bishop of Clifton by virtue of holding the ability to appoint the majority of the Board of Trustees.