

Company Registration No. 08360915 (England and Wales)

# **ACADEMY @ WORDEN**

(A COMPANY LIMITED BY GUARANTEE)

**GOVERNORS' REPORT AND AUDITED ACCOUNTS**

**FOR THE YEAR ENDED 31 AUGUST 2015**



# ACADEMY @ WORDEN

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## ACADEMY @ WORDEN

### REFERENCE AND ADMINISTRATIVE DETAILS

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#### Governors

Mrs M T Woodall (Chair)  
Mr C Catherall (Headteacher and Accounting Officer)  
Mrs J Bell (Community Governor)  
Mr A Blackburn (Staff Governor) (Resigned 19 March 2015)  
Mr D Blackledge (Staff Governor) (Resigned 19 February 2015)  
Mr C J Ferguson (Community Governor)  
Mr A Hammersley (Co-Opted Governor)  
Mr S J Hawkins (Parent Governor) (Resigned 3 March 2015)  
Mrs K E Hawkins (Parent Governor)  
Mr D J Hewitt (Community Governor)  
Mrs A C Howden (Community Governor)  
Miss D Swarbrick (Parent Governor) (Resigned 4 December 2014)  
Mrs M Abbott (Community Governor)  
Mr J Meers (Co-Opted Governor)  
Mrs D Carr (Co-Opted Governor)  
Mrs K Lovelady (Parent Governor) (Appointed 26 March 2015)  
Mrs L Woodburn (Staff Governor) (Appointed 10 February 2015)  
Miss S MacPherson (Staff Governor) (Appointed 30 March 2015)  
Mr M Tunesi (Parent Governor) (Appointed 2 March 2015)  
Mrs T Tunesi (Community Governor) (Appointed 21 May 2015)

#### Members

Mrs M T Woodall  
Mrs L Fullbrook MP  
Mr J Williams  
Mr D Hewitt

#### Senior management team

- Deputy Headteacher
- Assistant Headteacher
- Assistant Headteacher
- Director of Business and Finance

Mr A Hammersley  
Mr D Blackledge  
Mrs L Wood  
Mr M Reed

#### Company secretary

Mr M Reed

#### Company name

Academy @ Worden

#### Company registration number

08360915 (England and Wales)

#### Registered office

Academy @ Worden  
Westfield Drive  
Leyland  
PR25 1QX

#### Independent auditor

Moore and Smalley LLP  
Richard House  
9 Winckley Square  
Preston  
PR1 3HP

## **ACADEMY @ WORDEN**

### **REFERENCE AND ADMINISTRATIVE DETAILS**

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#### **Bankers**

Lloyds Bank plc  
25 Gresham Street  
London  
EC2V 7HN

#### **Solicitors**

Lancashire County Council  
County Hall  
Preston  
PR1 8XJ

# **ACADEMY @ WORDEN**

## **GOVERNORS' REPORT**

### **FOR THE YEAR ENDED 31 AUGUST 2015**

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The Governors present their annual report together with the accounts and independent auditor's reports of the Charitable Company for the period 1 September 2014 to 31 August 2015.

The annual report serves the purposes of both a trustees' report and a directors' report under company law.

The trust operates an academy for pupils aged 11-16 serving a catchment area in Leyland. It has a pupil capacity of 588 and had a roll of 397 as at 23 October 2015.

#### **Structure, governance and management**

##### Constitution

Worden High School converted to Academy @ Worden ("The Academy") on 1 February 2013. 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 Academy was incorporated on 15 January 2013 and commenced its activities on transfer from the Local Authority on the conversion date stated above.

Two of the governors act as members for the charitable activities of the Academy. There are two additional members who are not governors. The Governors are the trustees of Academy @ Worden and are also the directors of the Charitable Company for the purposes of company law. The Charitable Company is known as Academy @ Worden.

Details of the Governors who served during the year 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 Charitable Company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

##### Governors' indemnities

The Academy has purchased indemnity insurance to protect governors and officers from claims arising in connection with Academy business. The insurance provides cover of up to £5,000,000 on any one claim.

##### Principal activities

The principal object and activity of the charitable company is the operation of a school to provide education for pupils of mixed abilities between the ages of 11 and 16. In accordance with the articles of association the charitable company has adopted a "Scheme of Government" approved by the Secretary of State for Education. The Scheme of Government specifies, amongst other things, the basis for admitting students to the Academy, the catchment area from which the students are drawn, and that the curriculum should comply with the substance of the national curriculum.

##### Method of recruitment and appointment or election of Governors

The Governors are appointed by the following:

Parent governors	Elected by parents of the students of the Academy
Staff governors	Elected by staff of the Academy
Community governors	Appointed by Governing Body
Co-opted governors	Appointed by Governing Body

##### Policies and procedures adopted for the induction and training of Governors

On appointment all governors are provided with induction training organised and monitored by the Director of Business and Finance. Ongoing training is provided through Lancashire County Council who also provide the clerking service.

## **ACADEMY @ WORDEN**

### **GOVERNORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015**

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#### Organisational structure

The Academy is governed by its Governing Body, whose members are directors of the Charitable Company for the purposes of the Companies Act 2006 and trustees for the purposes of charity legislation. The organisational structure of the Academy consists of four levels: the Members, the Governing Body, the Headteacher, the Senior Leadership Team and the Operational Leadership Team.

The Governing Body is responsible for setting general policies, adopting a school improvement plan and budget, monitoring the academy's performance, making major policy decisions and appointing senior staff. Certain elements of these responsibilities are delegated to the following sub committees who make recommendations to the full Governing Body:

Business and Resources  
Pupil, Curriculum and Learning  
Audit & Risk Management

The Headteacher, who is also the Accounting Officer, and Senior Leadership Team are responsible for the day to day operation of the school, mainly organising teaching and support staff, facilities and students.

The Senior Leadership Team comprises:

The Deputy Headteacher  
Assistant Headteacher (Teaching and Learning)  
Assistant Headteacher (Pastoral and Special Educational Needs)  
Director of Business and Finance

#### Related parties and other connected charities and organisations

Academy @ Worden is part of the Chorley and South Ribble Heads Group, which meets termly and works together to share information and good practice. Its purpose is to disseminate and discuss important information and to collaborate on activities aimed at improving provision for young people at Worden and in the area. The group includes colleges and other training providers which endeavour to develop projects and programmes which benefit young people who attend many of the participating schools. Another key element of this work is to provide additional services from agencies such as YPS to ensure appropriate support is put into place as swiftly as possible.

The school also attends meetings of representatives from Lancashire Academies and is part of the Central Lancaster High School Alliance. Again, the work of these networks is to improve provision in the participating schools. Worden is the host school for the areas 'School Games Organiser' and has facilities for the community police officers to use as and when required for meetings and other related activities.

Worden joined the Preston Teaching School Alliance in August 2015. Also, throughout the year the academy worked in partnership with the North West Forum for Health and Wellbeing, and the Leyland Rotary Club to promote and host community events.

Worden has also entered into a business partnership with School Lettings Solution Limited to provide community access seven days a week to the academy's facilities. This is limited during school hours but allows evening and weekend hire, bringing in additional income for the academy.

## **ACADEMY @ WORDEN**

### **GOVERNORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015**

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#### **Objectives and activities**

##### Objects and aims

The Academy Trust's object is specifically restricted to the following: to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

The principal aim of the Academy is to provide an outstanding learning environment that helps all students to fulfil their potential.

Academy @ Worden is a happy, purposeful and thriving school that provides excellent opportunities for all students to succeed. Learning is the central focus of all that is done at Worden and it is committed to developing the whole child, providing opportunities essential for personal, intellectual, emotional and social growth.

All students are supported by a strong pastoral system, which ensures they receive the individual care and attention they need. An extensive system of rewards encourages the pursuit of excellence and values, and celebrates achievements in all areas of school life. High expectations of attendance, punctuality, uniform and behaviour underpins success in school and lays the foundations for success in the wider community and life beyond school.

All members of the school community are encouraged to work and cooperate in an atmosphere of mutual respect which is integral to the school ethos.

##### Objectives, strategies and activities

The main objectives for the period were:

- To maximise student attainment and progress
- To maximise student numbers by actively marketing the academy

The vision of Worden is to be an outstanding school with outstanding outcomes for all. The Academy Trust's Improvement Plan for the period under review was produced to achieve this vision and to address the challenges and opportunities arising from national changes in education policy and academy status.

Key activities and targets have included the following:

#### **1) Provide teaching over time that is outstanding**

Teaching in all key stages and all subjects must be outstanding and never less than consistently good. As a result, almost all pupils, including disabled pupils, those who have special educational needs, those for whom the pupil premium provides support and the most able, make rapid and sustained progress.

#### **2) Ensure outstanding achievement and progress for all students**

The proportions of pupils making expected progress and the proportions exceeding expected progress in English and in Mathematics must be high compared with national figures. For pupils for whom the pupil premium provides support, the proportions to be similar to, or above, those for other pupils in the school or are rapidly approaching them.

## **ACADEMY @ WORDEN**

### **GOVERNORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015**

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#### **3) Develop outstanding leaders and teams at all levels**

Leaders at all levels across the academy to fully understand their role in driving up standards. They self-evaluate accurately and have clear plans to ensure improvement is rapid and sustainable.

#### **4) Secure outstanding behaviour (including behaviour for learning) and safety**

Pupils feel safe in school and display excellent attitudes towards learning. Punctuality and attendance is better than national figures. Appropriate policies and procedures are in place for safeguarding all members of the school community.

#### **5) Communication and information systems are rationalised to ensure outstanding provision in all areas**

Communication between school and home is highly efficient and effective. Parents and carers are up to date with school activities and their child's progress. Internal communication and that with other stakeholders is also highly effective.

#### **6) Establish outstanding academy, business and financial planning and evaluation to ensure a sustainable and flourishing future which involves and engages all stakeholders and promotes further collaboration**

Three year academy and financial vision and plans, accurate self-evaluation in place and regularly updated and acted upon. Meetings, collaboration with other schools, colleges, universities, businesses, wider community and other stakeholders to promote cohesion and help raise pupil aspirations, expectations and attainment. Generate increased income through community use.

#### Public benefit

The Governors are aware of the Charity Commission Guidance guidance on providing public benefit and have had due regard to this in exercising their duties during the period. This advice has been referred to when reviewing the aims of Worden and planning future activities that are for the benefit of the public.

The Academy trust provides education to children and young people that:

- is broad and balanced,
- promotes spiritual, moral, cultural, mental and physical development of students at the school and of society,
- prepares students for opportunities and experiences of later life,
- promotes, sustains and increases individual and collective knowledge and understanding of specific areas of study, skills and expertise.

The school is open to the public five evenings per week offering the use of its many sporting facilities including its outdoor pitches.

During the day it offers limited use by the general public for meetings and other activities such as keep fit for the elderly. In addition, Worden now works in partnership with School Lettings Solution Ltd to allow community hire seven days a week. Worden regularly hosts sporting festivals for partner primary schools and houses a defibrillator for use by the community in case of emergency. Worden has also worked in partnership with the Leyland Rotary Club and the National Forum for Health and Wellbeing to host the 2015 Leyland Health Mela.



## ACADEMY @ WORDEN

### GOVERNORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

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#### Strategic report

##### Achievements and performance

The latest Ofsted report, September 2012, rated the school 'GOOD' overall.

• Achievement of pupils	-	Good
• Quality of teaching	-	Good
• Behaviour and safety of pupils	-	Good
• Leadership and management	-	Good

The latest Ofsted report stated that teaching is good and internal monitoring now indicates that the vast majority of lessons are good or outstanding. It also states that the management of teaching and learning is good.

Leadership and management were also rated good by Ofsted and the report states that leaders and managers monitor the work of individual staff effectively. During the year ending 31 August 2015 leadership and management has been further strengthened and remains extremely strong. Behaviour and safety is another strength of the school. Worden has an outstanding pastoral system and the behaviour of pupils is excellent both in and out of lessons. A strong discipline policy deals with any pupil that fails to meet high expectations whilst the reward system ensures that hard work, high achievement and effort are recognised publically.

The Governors have a clear view of the school's strategic direction and provide strong challenge and support. The Governing Body includes a range of well-deployed expertise and has a record of dealing well with difficult issues. Governors have been quick to identify their own training needs and to take advantage of opportunities to develop their skills.

##### Key performance indicators

The GCSE (and equivalents) results for 2015 are included in the table below. Previous years outcomes are also provided for comparison.

Indicator	2011	2012	2013	2014	2015
% 5+ A*-C inc English and maths	58	65	56	28	38
% 5+ A*-C	57	65	56	33	50
% 1+ A*-G	100	100	100	100	100
% Students making three levels progress in English	90	89	72	59	83
% Students making three levels progress in Maths	57	65	61	43	54
CVA/Value Added Score	1018	1032	1028	996	N/A

The Value Added Score is a measure of pupil progress based on KS2 performance. A score of 1000 broadly indicates that pupils have made the expected progress.

##### **Key performance indicators**

- Exam targets
- Attendance statistics
- Reserves targets
- Environmental targets
- Staff ratios

In September of 2014 Worden celebrated another set of excellent examination results and with the publication of our Value Added Score were placed in the top 10% of school nationally for pupil progress. The programme of revision and support for pupils of all abilities was again extensive and took place before and after school as well as in curriculum time both on and off the school site. Staff gave up much of their own time to help both year 10 and 11 pupils to prepare for their exams and controlled assessments.

## ACADEMY @ WORDEN

### GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

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Pupil outcomes improved in 2015 with a 10% increase in the proportion of pupils achieving 5 or more A\*-C grades including English and Maths. English performed extremely well with 72% gaining A\*-C and 83% making expected progress, which is 10% higher than the national figure. In line with national performance, 61% of pupils made the expected progress in Mathematics.

#### Head's Report

Worden continued to promote and market the academy highly effectively and the number of pupils joining the school in September 2014 was again very pleasing at 82. There were also a very high number of 'in year' arrivals during 2014/15 due to the improving reputation of the school in the community.

The year started with day 3 of our KAGAN training which served to further improve the quality of teaching and learning through collaboration and active engagement. There were several staffing changes. Miss Ball became Head of Technology and Mrs Hallas was employed as a teacher of technology. Mrs Tuffrey was appointed Progress Manager for years 9, 10 and 11 and Mr Ogden as Progress manager for years 7 and 8 with responsibility for year 6 transition and primary liaison. Mr Anderson was appointed as Second in Mathematics and Mr Lees was employed as the new Site Supervisor. Finally, Mr Durrant was awarded the role of Pupil Premium Coordinator.

Community links have been strengthened substantially and working with The North West Forum for Health and Wellbeing, along with the Rotary Club, Worden street dancers opened the annual Leyland Health Mela which was held at the Civic Centre on Saturday 13th September. Pupils from the academy also helped throughout the day meeting and greeting, distributing refreshments and making the visitors feel welcome. The 'Open Evening' was, yet again, a huge success as was the first ever 'Open Day'. This excellent promotion of the academy resulted in record numbers of parents making Worden their number one choice of high school for their child. By 31st August 2015 the school was preparing for 137 new starters in September. The new boilers were commissioned and security was improved with additional CCTV cameras. The dining room and other areas of the school received a facelift for September 2014 and new displays and notice boards were very impressive and helped the appearance of the school.

All new starters were screened using Accelerated Reader which is a very powerful tool for monitoring and managing independent reading practice. Staff were then able to implement a reading programme to meet the needs of individual pupils and thus improve literacy. The scheme was then expanded to target pupils in years 8 and 9. The scheme has had a huge impact on participants. Increasing pupil numbers meant that the employment of more teaching staff had to be planned for and pressure on curriculum time due to new accountability measures meant that consultation on a six period day began.

'Presentation Evening' was held at Wellington Park for a third consecutive year and again it proved to be a huge success. The evening celebrated the 2015 GCSE results along with sporting achievements and academic progress and attainment for pupils in years 8 to 11. After school revision classes in all subjects started early in the academic year as one strategy to drive up standards across the school. Formal, half termly, assessments took place throughout the year with pupil progress being carefully monitored through individual teachers meeting with the Head after each assessment point to review data. The school also held a Year 11 GCSE Parent Support Evening.

Charity events remained high on the agenda for Worden. Children in Need raised a fantastic £435. Several pupils visited Tesco for their hamper days. The pupils talked to the public and handed out leaflets about the 'Churches Together' food bank for the homeless. As usual, the pupils were excellent ambassadors for the school. The English department held a Macmillan Coffee morning and raised over £80 for cancer research. Yet again pupils were involved in the 'Santa Dash' which raised over £3,370 for St. Catherine's Hospice.

Mrs Jones organised a trip to the Lancashire Skills Festival for all Year 11 pupils. This was run by the Lancashire WBL Executive Forum and it was felt that it would be beneficial to the pupils as it was local (Preston), featured local companies/organisations and interactive. At the event the pupils got fully involved in the many interactive activities on offer, they spoke to the employees on the stands, asked questions and Mrs Jones was extremely impressed by their conduct and enthusiasm.

## **ACADEMY @ WORDEN**

### **GOVERNORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015**

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The Pi Club was started in late November, by the mathematics department, as a means to encourage and challenge pupils to solve different problems through logical and research methods. A weekly challenge was set via a PowerPoint presentation circulated to all staff members and also placed in the Pupil Bulletin. Entries grew throughout the year following successful promotion of the competition.

The DofE Award Scheme grew and all those involved successfully passed the expedition led by Mrs Windle and assessed by Mr Mellor. The pupils then put their final pieces of evidence together for submission prior to the Christmas break. Prior to Christmas the school also hosted its largest ever 'Careers Day' which involved mock interviews and CV writing. The rewards trip to the Trafford Centre, Christmas bingo and the Christmas production, 'City of Gold', all made sure the Autumn term ended on a high. The Christmas production, written by Miss Macpherson, also managed to raise over £600.

Worden held its second Academy AGM on 29th January 2015.

Half term revision sessions were held during February half term which were well attended by year 11 pupils. Revision sessions also took place during the Easter holiday and a weekend of English and maths revision included relaxation sessions.

The Annual Dance Appreciation Evening took place on Thursday 19th March 2015 in the school hall and was a sell-out. Yet again it highlighted the talent that exists at Worden. Year 8 pupils entered a competition with other schools from across Lancashire where they had to devise a performance on road safety. Students reached the finals which were held at the Charter Theatre in March. The Performing Arts trip to London was also very successful. Four members of staff and over thirty students went on the trip to see 'Wicked'. The show was enjoyed by all and the students were a credit to the school and their families.

Congratulations to the U14s Basketball team who were undefeated in South Ribble. In netball, the Year 7 girls placed 3rd in the South Ribble league. The Worden Cheerleaders took part in a sponsored bounce and the basketballers completed a layup challenge. In total, Worden pupils raised £1,022 towards new sports kits.

Worden again entered the Rotary Club Technology Competition in 2015. The challenge was to design and create a cable car that would cross a river and drop a Shelter Box parcel. The cable car had to travel along a two metre piece of string, stop and then open to drop a package. Both teams from Worden created fantastic ideas with limited materials and time. The competition involved thirty three schools and colleges from across Leyland, Chorley and South Preston. The Key Stage 4 team constructed a superb cable car built around a frame and the Key Stage 3 team created the fastest cable car of the day!

A second cohort of fifteen pupils from Years 9 and 10 registered for the DofE Bronze award. Camping sessions were led by Mrs Windle every Friday lunch time learning about appropriate outdoor clothing and equipment. First Aid sessions were also held and the 'practice' and 'final' expedition took place successfully in May and July.

Rewards play a major part in raising aspirations and the reward system continues to inspire pupils to achieve their best. Reward assemblies see pupils receiving certificates and other prizes for effort, progress and achievement as well as for 100% attendance and representing the school. The programme of reward trips included the Blackpool Illuminations, Trafford Centre, bowling and McDonalds, Ice Skating, the Sandcastle in Blackpool and Blackpool Pleasure Beach.

During the summer term Worden had a presence at the Leyland Festival with their own small marquee in corporate colours and with the school logo. A small number of staff and pupils ensured visitors were made aware of the success of Worden and handed out leaflets promoting the Open Evening and Open Day as well the Leyland Health Mela that were to be held in September. The Worden Lion, Winston, also made an appearance and proved to be very popular for a second year running. The Leyland Guardian continues to support the school and Worden came third in the South Ribble 'Spelling Bee' which was held at Runshaw College.

## ACADEMY @ WORDEN

### GOVERNORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

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During the final term of 2014/15 all year 10 students took part in 'The Challenge'. They were placed into teams of six and were required to tackle a series of academic tasks over a six week period leading up to the summer break. Each Monday, after school, the teams presented to the leadership team who judged and awarded points based on what each team had achieved. Challenges were set by maths, English and other key staff. The initiative was aimed at motivating the year group in preparation for year 11 and their transition into the mentoring reward scheme in the following September.

In July Worden won Lancashire Secondary School of the Year for the second time after winning in 2013. They also won the Sports Achievement Award and received nominations in several other categories. These included Inspirational Teacher of the Year, Secondary Pupil of the Year and the Career Aspiration Award. Worden was also named 2015 School of the Year in the South Ribble Sports Awards.

The pupils also had a great year in terms of National competitions. Worden cheerleaders were 2nd in the National Cheerleading Championships, for a fourth consecutive year, and a group of Key Stage Three pupils were runners up in the National Enterprise Challenge sponsored and judged by Theo Paphitis.

Due to increasing pupil numbers, several key staff appointments were made prior to the summer break. A new Head of Maths and Second in Maths along with an additional teacher of maths were appointed. The other new posts were:

Second in English  
Teacher of English  
Head of Science and Technology  
Teacher of Humanities  
Teacher of Languages  
Teaching Assistants

Two members of staff completed their NPQSL and the school manager was also studying for her Diploma in School Business Management. Staff professional development in teaching and learning was boosted by a series of workshops including:

- Learning outcomes, learning objectives and success criteria - **How to differentiate through success criteria.**
- TRAFFIC – **Marking and feedback for improvement**
- Lesson observations - **Top tips and sharing of good practice**
- Literacy across the Faculty - **'Developing skills to succeed'**
- Assessment for Learning - **'Levelling, assessment and progress for all'**
- Q&A - **'Deep thinking and creative teaching'**
- Use of data and ICT software - **'Acting on Intervention'**
- HEAT - **Setting effective homework**
- KS4 - **'Exam preparation and skills to succeed'**
- Behaviour for Learning - **'Faculty Intervention and Consistency'**
- Learning Plans - **'Planning for Differentiation and Challenge'**
- Pupil Premium - **'What it means to the Team'**
- SEND - **'How to ensure value and progress'**
- Marking grades - **'Consistent marking and presentation across the Faculty'**

Attendance for 2012-13 was 94.6%, which was above target, and attendance continued to improve in 2013-14 to 95.7%. Attendance for 2014-15 saw another improvement to 96%, the best in the last five years. The proportion of pupils arriving late to school reduced as did the number of internal isolations.

## **ACADEMY @ WORDEN**

### **GOVERNORS' REPORT (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2015**

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School continues to nurture students and provide a range of rewards, support and intervention strategies to help make them feel valued, inspire them to improve and to help them achieve. Some of these initiatives included:

- Nurture room open at breaks and lunch times for vulnerable pupils
- Intervention programme for underperforming pupils
- Non uniform days to raise money for rewards and charities
- Skills Northwest conference in Manchester
- College taster days and college assemblies
- Presentation assemblies rewarding progress, achievement and good attendance
- Young People's Services – a variety of visits and events aimed at students
- The school nurse visiting school on a weekly
- Year 6 transition meetings and year 5 visits for prospective pupils
- New intake evenings and taster days
- Community litter pick in partnership with McDonalds
- Barclays -Work, Money and Social Skills Day
- Katy Holmes charity day
- Easter Bingo and Christmas Bingo non-uniform days
- Reward Trips
- Lancashire Mind (Young People Mental Health)
- College Visits for able, gifted and talented
- Parents Evenings
- Valentines Rose Delivery
- Transition Meetings for new intake

The PGL trip organised for the Year 7 and 8 pupils to Boreatton Park was a great success and really helped the new Progress Manager to get to know the younger pupils.

Intervention and support included:

- Behaviour tracking system initiated
- 1 to 1 mentoring for students on a weekly basis
- Breakfast Club
- Parental meetings
- Personal support plans
- School Nurse support
- Targeted support in lessons
- Governors intervention
- Looked After Children Reviews
- Key Early Intervention Agency
- Year 11 received one to one mentoring for students on a weekly basis
- Access to the school counsellor
- Collaboration with Social Services, family support workers, Head of LAC support, the police, 'Addaction', YOT/GRIP etc.
- Child Protection Conference meetings, TAC meetings and meetings with, key, early intervention agencies.

#### **The School Games Programme**

Academy @ Worden continued to be instrumental in the success of the School Games programme across South Ribble and Lancashire through its provision of facilities and Sports Leaders to host the many competitions, festivals and events which have included the provision of training opportunities through national governing body accredited courses for Sports Leaders from across all local secondary schools, thus equipping and enabling them to volunteer, officiate and assist in the extensive competitions calendar at primary and secondary level as well as those for our special schools.

## **ACADEMY @ WORDEN**

### **GOVERNORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015**

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The academy organised, hosted and trained leaders for the following competitions/festivals:

Sportshall Athletics  
Central Venue Netball and Football  
KS1 Multi-skills

#### The South Ribble School Sports Partnership

In addition to the School Games programme, Worden continued to play a major role within the South Ribble School Sports partnership working in collaboration with the Partnership Manager. The Sports Leaders were offered a range of leadership education courses and opportunities to work at School Games events as well as opportunities for pupils to participate in the gifted and talented programme which targeted basketball, football and netball.

#### Worden's Leadership Academy:

Worden's Leadership Academy continued to grow from strength to strength to and in doing so played a very prominent role in leading and officiating at many primary competitions, festivals and other organised PE events.

In addition to the primary programme, Worden organised and hosted NGB accredited courses in Netball.

Worden leaders also helped to run the following events:

Key Stage 1 Quad Kids Athletics competition  
Key Stage 2 Quad Kids Athletics competition  
Key Stage 1 & 2 New Age Curling competition

As part of PE department's ongoing commitment to the development of the Leadership Academy at Worden there were five pupils that registered on the Youth Sport Trust's Ambassadors Programme.

#### Summer School 2015

July was when planning for the 2015 Summer School took place. The event is a planned programme designed to support the transition from primary through to secondary school over the summer holidays. All students invited were due to start at Worden in September and found it a fantastic experience and a really great way to make new friends and get used to high school.

#### Academy Environment

In this period the ACMF funding for the first phase of the roof project has been delivered and the project completed in early April. The academy also successfully won an ACMF bid to have their boilers replaced. The awarded funds were on a part ACMF Grant and part SALIX loan basis and the project is due for completion in October 2014.

#### Going concern

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

## **ACADEMY @ WORDEN**

### **GOVERNORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015**

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#### **Financial review**

The Academy's total incoming resources during the period were £2,337,803 (2014: £2,558,748). The majority of the Academy's income derives from central government funding via the Education Funding Agency, in the form of current grants. Total funding received for the Academy's educational operations in the period was £2,293,108 (2014: £2,531,087) and further details are provided in the accounts.

Total outgoing resources for the period were £2,432,632 (2014: £2,702,496), the majority of which related to the direct provision of educational operations (£2,402,381). The net movement in funds for the period was a deficit of £121,829 however if we exclude the actuarial loss on defined benefit pension scheme, the net expenditure for the year was £94,829.

At the period end the Academy's total reserves were £3,068,111 (2014: £3,189,940), including unrestricted funds of £31,585 (2014: £119,230) and restricted funds of £3,036,526 (2014: £3,070,710). Restricted funds include fixed assets of £3,320,823 (2014: £3,358,527), less the LGPS pensions scheme deficit of £398,000 (2014: £357,000).

At 31st August 2015 all assets shown in the accounts were used exclusively for providing education and associated support services to students of the Academy.

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

The academy has completed a four year projection of pupil numbers, income and expenditure. This has been discussed with Governors and scrutinised to ensure the academy balances the quality of its provision and value for money.

The calculations allow for increasing staff numbers, aligning to the rising pupil numbers. It has been noted that the academy may need to apply to the EFA for additional funding, due to the lag funding effect.

#### **Reserves policy**

##### **Restricted GAG reserves**

The Governors have considered the level of GAG reserves which they believe will provide sufficient working capital to cover delays between the spending and receipt of grants and unexpected or planned future revenue and capital costs. The Governors believe that, under normal circumstances, the appropriate level of GAG reserve should be between 0.5% and 2.5% of GAG income, which equates to approximately £8,000 - £41,000 on an annual basis, and aim to keep the reserve within these parameters. The last two financial years have seen reductions in the restricted GAG reserves to the present position of no reserves. This is a direct result of the funding model the academy is paid upon, which funds the pupil numbers recorded 12 months prior. Due to the growth in such pupil numbers, the academy has experienced a funding shortfall year on year. The management have diligently reviewed all costs and processes and created run rate annual savings of over £100,000, which has helped to contain expenditure. Future reserves will be built as the academy numbers peak, but this may be a few years away.

At 31 August 2015 the academy held no restricted GAG reserves.

##### **Unrestricted reserves**

In addition to the GAG reserve, which can only be utilised for the restricted purposes set out in the Funding Agreement, the academy holds unrestricted free reserves, which provide additional working capital and are not committed or designated. It is the Governors' policy to aim to hold £160,000 - £170,000, approximately 1 months' expenditure in unrestricted reserves, to provide an additional cushion over and above the restricted GAG reserve. For the same reasoning stated in restricted GAG reserves, the level of unrestricted reserves has fallen, as the academy financed the shortfall in funding the growth in pupil numbers. Again the management are assured that as growth peaks, reserves will be rebuilt.

At 31 August 2015 the level of unrestricted reserves held was £31,585.

## ACADEMY @ WORDEN

### GOVERNORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

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#### Restricted pension scheme reserve

On conversion, the School inherited a deficit of £476,000 in respect of the Local Government Pension Scheme, which many of the non-teaching staff belong to. This deficit had decreased to £398,000 by 31 August 2015, mainly due to changes in actuarial gains. The level of any deficit payments will be reviewed following the next actuarial valuation in 2016 and any changes in the required level of payment will be included in the School's annual budget from the date they take effect. The School does not have an obligation to settle this liability immediately and there are no indications that it will crystallise in the foreseeable future. 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.

#### Investment policy and powers

All investments are agreed by the Governing Body, which has regard to the Charity Commission guidance in relation to charity investment policy. The school does not currently hold any investments other than cash, which is held for its normal operations. The Governing Body has adopted a low risk strategy to its cash holdings. All surplus cash is held in the main bank account to ensure that there is always access to sufficient cash to meet short and medium term requirements.

#### Principal risks and uncertainties

The principal risk facing the academy is the funding shortfall faced when in a period of growth. This is a result of being funded on pupil numbers 12 months prior. The financial forecasts show that this funding model could cost the academy as much as £1.4m over the next few years. However, the academy's funding agreement does allow for an appeal to the EFA on such grounds, and presently the management are awaiting a response on their appeal for the 2015/16 financial year.

#### Risk management

The Governors have assessed the major risks to which the Academy is exposed, in particular those relating to governance, operations, finance, safeguarding and health and safety. These risks are reviewed on a termly basis by the governing body. Certain risks are managed by the Business and Resources Committee and others by the Curriculum committee. The main risk overview is managed by the Audit and Risk Committee through the Risk Register.

The internal financial systems are based on the Academies Financial Handbook and are documented in the Academy Finance Manual and Scheme of Delegation. The systems are based on a framework of segregation of duties which include authorisation and approval. Financial management information is provided to the Headteacher on a monthly basis and to the Committee itself each term. The Academy and Governors have also completed a full review of the Risk Register and EFA Fraud Checklist within the period.

The responsible officer role has been performed during the period by TLL Accountants and it is pleasing to note there have been no significant findings over the accounting period.



## **ACADEMY @ WORDEN**

### **GOVERNORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015**

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

A summary of the 2014-17 Academy Improvement Plan is provided below.

##### **1) Provide teaching over time that is outstanding**

Most of the teaching in all key stages and all subjects must be outstanding and never less than consistently good. As a result, almost all pupils, including disabled pupils, those who have special educational needs, those for whom the pupil premium provides support and the most able, are making rapid and sustained progress.

##### **2) Ensure outstanding achievement and progress for all students**

The proportions of pupils making expected progress and the proportions exceeding expected progress in English and in mathematics are high compared with national figures. For pupils for whom the pupil premium provides support, the proportions are similar to, or above, those for other pupils in the school or are rapidly approaching them.

##### **3) Develop outstanding leaders and teams at all levels**

Leaders focus relentlessly on improving teaching and learning and provide focused professional development for all staff, especially those that are newly qualified and at an early stage of their careers. This is underpinned by searching performance management that encourages, challenges and supports teachers' improvement.

##### **4) Secure outstanding behaviour (including behaviour for learning) and safety**

All pupils consistently display a thirst for knowledge and a love of learning, including in independent, group and whole class work, which have a very strong impact on their progress in lessons. Pupils' behaviour in and outside of lessons is always impeccable. Pupils' pride in the school is shown by their excellent conduct, manners and punctuality.

##### **5) Communication and information systems are rationalised to ensure outstanding provision in all areas.**

Communication systems including: SIMS, PARS, Texts, News@Worden, Website, School Network, Pupil voice, Parent voice, Show My Homework etc. improve internal communications and strengthen home-school partnerships.

##### **6) Establish outstanding academy, business and financial planning and evaluation to ensure a sustainable and flourishing future which involves and engages all stakeholders and promotes further collaboration.**

Three year academy and financial vision and plans, accurate self-evaluation are in place and regularly updated and acted upon. Meetings, collaboration with other schools, colleges, universities, businesses, wider community and other stakeholders promote cohesion and help raise pupil aspirations, expectations and attainment. Generate increased income through community use.

#### **Funds held as custodian trustee on behalf of others**

No custodian funds are held.

## ACADEMY @ WORDEN

### GOVERNORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

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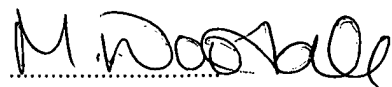
#### Auditor

In so far as the Governors are aware:

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

A resolution proposing that Moore and Smalley LLP be reappointed as auditor of the charitable company will be put to the members.

The trustees' report, incorporating a strategic report, was approved by order of the Governing Body, as the company directors, on .....31/2/15..... and signed on its behalf by:



Mrs M T Woodall  
Chair

## ACADEMY @ WORDEN

### GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2015

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#### Scope of responsibility

As Governors we acknowledge we have overall responsibility for ensuring that Academy @ Worden 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 Governing Body 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 Academy @ Worden and the Secretary of State for Education. They are also responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control.

#### Governance

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

Governors	Meetings attended	Out of possible
Mrs M T Woodall (Chair)	3	3
Mr C Catherall (Headteacher and Accounting Officer)	2	3
Mrs J Bell (Community Governor)	1	3
Mr A Blackburn (Staff Governor) (Resigned 19 March 2015)	1	1
Mr D Blackledge (Staff Governor) (Resigned 19 February 2015)	0	1
Mr C J Ferguson (Community Governor)	3	3
Mr A Hammersley (Co-Opted Governor)	2	3
Mr S J Hawkins (Parent Governor) (Resigned 3 March 2015)	1	1
Mrs K E Hawkins (Parent Governor)	2	3
Mr D J Hewitt (Community Governor)	2	3
Mrs A C Howden (Community Governor)	3	3
Miss D Swarbrick (Parent Governor) (Resigned 4 December 2014)	0	1
Mrs M Abbott (Community Governor)	3	3
Mr J Meers (Co-Opted Governor)	2	3
Mrs D Carr (Co-Opted Governor)	3	3
Mrs K Lovelady (Parent Governor) (Appointed 26 March 2015)	1	1
Mrs L Woodburn (Staff Governor) (Appointed 10 February 2015)	2	2
Miss S MacPherson (Staff Governor) (Appointed 30 March 2015)	1	2
Mr M Tunesi (Parent Governor) (Appointed 2 March 2015)	2	2
Mrs T Tunesi (Community Governor) (Appointed 21 May 2015)	0	1

The Governing Body has completed a number of self-evaluation activities in the year. A skills audit was completed by all Governors, which resulted in identifying new skills required (e.g. legal). This has helped when selecting new Governors and also when reviewing succession planning. The appointment of three non-staff Governors in early 2015 has further enhanced the skills set of the Governing Body in legal, business planning and audit. In addition the terms of reference of each committee are reviewed in the autumn term annually, which allows for an appraisal of each committee. Finally, the academy maintains a risk register, which the Governing Body developed with the academy, part of which covers the risks concerned with a Governing Body, which are reviewed termly. The Governing Body feels these activities should give surety to the public that the Governing Body is working effective and professionally.

## ACADEMY @ WORDEN

### GOVERNANCE STATEMENT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

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The Business and Resources Committee is a sub-committee of the main Governing Body. Its purpose is to look at effective use of resources in the academy; finance, HR, estates, Health and Safety, and Business Development.

Attendance at meetings in the year was as follows:

Governors	Meetings attended	Out of possible
Mrs M T Woodall (Chair)	2	3
Mr C Catherall (Headteacher and Accounting Officer)	3	3
Mrs J Bell (Community Governor)	1	3
Mr C J Ferguson (Community Governor)	3	3
Mr A Hammersley (Co-Opted Governor)	2	3
Mrs K E Hawkins (Parent Governor)	1	3
Mr D J Hewitt (Community Governor)	2	3
Mrs A C Howden (Community Governor)	2	3
Miss D Swarbrick (Parent Governor) (Resigned 4 December 2014)	0	1
Mr J Meers (Co-Opted Governor)	0	3
Mrs K Lovelady (Parent Governor) (Appointed 26 March 2015)	1	1
Miss S MacPherson (Staff Governor) (Appointed 30 March 2015)	1	1

The Audit & Risk Management Committee is a sub-committee of the main Governing Body. Its purpose is to review the academy's internal and external financial statements and reports to ensure their effectiveness and reflect best practice. In addition to ensure that internal control systems meet the key performance targets and monitor the academy's risk register.

Attendance at meetings in the year was as follows:

Governors	Meetings attended	Out of possible
Mr C Catherall (Headteacher and Accounting Officer)	1	3
Mr A Hammersley (Co-Opted Governor)	1	3
Mrs K E Hawkins (Parent Governor)	2	3
Mrs M Abbott (Community Governor)	3	3
Mrs D Carr (Co-Opted Governor)	2	2

#### 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.

## **ACADEMY @ WORDEN**

### **GOVERNANCE STATEMENT (CONTINUED)**

#### **FOR THE YEAR ENDED 31 AUGUST 2015**

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The Accounting Officer considers how the Academy's use of its resources has provided good value for money during each academic year, and reports to the Governing Body 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:

- Successful bids from the ACMF and CIF funds should realise us some energy cost savings, which will help repay the Salix loan and give us further savings of £4,000 per year
- Insurance policy tendering on school and staff absence saved us £19,000
- Retendering of Grounds maintenance contract & catering contract has saved us £8,500
- Moving the management of our lettings to a third party has saved us £11,000
- Introduction of a cashless system will save us £3,500 per year
- Transfer of all PE kit sales to our uniform provider has given us £2,500 of additional income and will save us £1,000 per year ongoing in administration costs
- Review of photocopying and copier with ban on wholesale colour copying will save £2,500 per year.

#### **The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of 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 Academy @ Worden for the period 1 September 2014 to 31 August 2015 and up to the date of approval of the annual report and accounts.

#### **Capacity to handle risk**

The Governing Body 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 Governing Body 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 period 1 September 2014 to 31 August 2015 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Governing Body.

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

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

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

The Governing Body has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However the Governors have appointed TLL Accountants, as responsible officer (RO). The RO's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. On a quarterly basis, the RO will report to the Governing Body on the operation of the systems of control and on the discharge of the Governing Body's financial responsibilities.

The RO has now completed a full year of reviews and it is pleasing to note that there were no significant findings.

## **ACADEMY @ WORDEN**

### **GOVERNANCE STATEMENT (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2015**

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On a quarterly basis, the TLL Accountants report to the Governing Body through the Audit & Risk Management Committee on the operation of the systems of control and on the discharge of the financial responsibilities of the Governing Body. The reports are completed on a quarterly basis with management responses given to any findings disclosed. The findings throughout the year have been minor and categorised as low/medium risk.

The RO's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. The RO has completed a wide range of checks, from a quarterly visit, to the Trust's satisfaction. A quarterly report of findings are issued, requesting management actions to resolve any issues found. The key areas tested are;

- HR & payroll systems
- ordering and invoicing systems
- control account / bank account reconciliations
- vat / credit card / petty cash reconciliations
- funding & income generation

The academy is pleased to confirm that no high risk areas were identified during the year and that moderate/low risk issues were few in number and had remedial management actions assigned to them.

#### **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:

#### ***Risk Register***

The Governing Body have prepared a risk register which was approved in July 2014. The register identified key risks which will be reviewed on a termly basis by the Governing Body. Many of the risks have been allocated to the Business and Resources and Teaching, Learning and Curriculum committees. Each committee will create a risk sub-committee which will meet specifically to review risks and actions taken by the management of the academy to mitigate them.

#### ***Financial Management and Governance***

The Governors prepared a self-assessment in May, together with an action plan to ensure all outcomes are achieved within the next few months.

#### ***Responsible Officer (RO) Function***

The Governors have appointed TLL Accountants to perform the RO function. They presented quarterly reports to the Business and Resources Committee on the systems of control within the academy. Recommendations arising from the reports have been implemented immediately after the reports are approved.

#### ***Internal Controls***

During the year several actions have been taken to improve internal controls. These have included :  
A system to ensure the payroll is approved by senior management before processing.  
Preparation of a three year financial plan based on forecast intake numbers.

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

# ACADEMY @ WORDEN

## GOVERNANCE STATEMENT (CONTINUED)

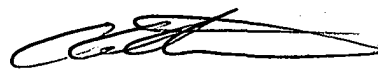
FOR THE YEAR ENDED 31 AUGUST 2015

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Approved by order of the Governing Body on ..... 31/8/15 ..... and signed on its behalf by:



Mrs M T Woodall  
Chair



Mr C Catherall  
Headteacher and Accounting Officer

## **ACADEMY @ WORDEN**

### **STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2015**

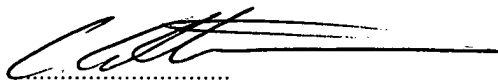
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As Accounting Officer of Academy @ Worden I have considered my responsibility to notify the Academy Governing Body and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the Academy and 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's Governing Body 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 Governing Body and EFA.

Approved on .....31/8/15..... and signed by:



**Mr C Catherall**  
**Accounting Officer**



## ACADEMY @ WORDEN

### STATEMENT OF GOVERNORS' RESPONSIBILITIES

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The Governors (who act as trustees for Academy @ Worden and are also the directors of Academy @ Worden for the purposes of company law) are responsible for preparing the Governors' Report and the accounts 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 Governors to prepare accounts for each financial year. Under company law the Governors must not approve the accounts 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 accounts, the Governors are required to:


- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2005;
- make judgements 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 accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Governors 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 accounts 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 Governors 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 that grants received from the EFA/DfE have been applied for the purposes intended.

The Governors 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 accounts may differ from legislation in other jurisdictions.

Approved by order of the Governing Body on 31/12/15 and signed on its behalf by:



**Mrs M T Woodall**  
Chair

## **ACADEMY @ WORDEN**

### **INDEPENDENT AUDITOR'S REPORT**

#### **TO THE MEMBERS OF ACADEMY @ WORDEN**

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We have audited the accounts of Academy @ Worden for the year ended 31 August 2015 set out on pages 28 to 50. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Academies Accounts Direction 2014 to 2015 issued by the EFA.

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

#### **Respective responsibilities of Governors and auditors**

As explained more fully in the Governors' Responsibilities Statement set out on page 23, the Governors, who are also the directors of Academy @ Worden for the purposes of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the accounts 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 accounts**

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

In our opinion the accounts:

- give a true and fair view of the state of the charitable company'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 in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Academies Accounts Direction 2014 to 2015 issued by the EFA.

#### **Emphasis of matter**

We draw attention to the going concern disclosures on pages 12 and 31 regarding the Governors assessment that the academy will be a going concern for at least a 12 month period from the date of the approval of these accounts. The inclusion of this statement in our audit report does not mean that the report is qualified.

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

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

## ACADEMY @ WORDEN

### INDEPENDENT AUDITOR'S REPORT (CONTINUED)

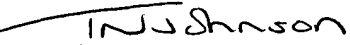
#### TO THE MEMBERS OF ACADEMY @ WORDEN

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

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

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

Tracey Johnson

**Tracey Johnson (Senior Statutory Auditor)**  
**Moore and Smalley LLP**

**Chartered Accountants**  
**Statutory Auditor**  
Richard House  
9 Winckley Square  
Preston  
PR1 3HP

Dated: 18 December 2015

## **ACADEMY @ WORDEN**

### **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ACADEMY @ WORDEN AND THE EDUCATION FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 16 May 2013 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2015, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Academy @ Worden during the period 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 Academy @ Worden and the EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Academy @ Worden and the EFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy @ Worden and the EFA, for our work, for this report, or for the conclusion we have formed.

#### **Respective responsibilities of Academy @ Worden's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Academy @ Worden's funding agreement with the Secretary of State for Education dated 30 January 2013 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 period 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 the EFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes an evaluation of the control environment of the school together with appropriate enquiry, analytical review and substantive testing of transactions.

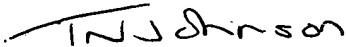
## ACADEMY @ WORDEN

### INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ACADEMY @ WORDEN AND THE EDUCATION FUNDING AGENCY (CONTINUED)

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#### Conclusion

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



Tracey Johnson  
Reporting Accountant  
Moore and Smalley LLP

Dated: 18 December 2015

# ACADEMY @ WORDEN

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2015

		Unrestricted funds £	Restricted funds £	Fixed Asset funds £	Total 2015 £	Total 2014 £
<b><u>Incoming resources</u></b>	<b>Notes</b>					
<i>Resources from generated funds</i>						
- Voluntary income	2	7,145	-	-	7,145	7,603
- Activities for generating funds	3	37,169	-	-	37,169	19,509
- Investment income	4	381	-	-	381	549
<i>Resources from charitable activities</i>						
- Funding for educational operations	5	14,197	2,005,153	273,758	2,293,108	2,531,087
<b>Total incoming resources</b>		<b>58,892</b>	<b>2,005,153</b>	<b>273,758</b>	<b>2,337,803</b>	<b>2,558,748</b>
<b><u>Resources expended</u></b>						
<i>Costs of generating funds</i>						
- Fundraising trading	6	12,750	-	-	12,750	15,572
<i>Charitable activities</i>						
- Educational operations	7	36,504	2,298,173	67,704	2,402,381	2,663,713
Governance costs	8	-	17,501	-	17,501	23,211
<b>Total resources expended</b>	<b>6</b>	<b>49,254</b>	<b>2,315,674</b>	<b>67,704</b>	<b>2,432,632</b>	<b>2,702,496</b>
<b>Net incoming/(outgoing) resources before transfers</b>		<b>9,638</b>	<b>(310,521)</b>	<b>206,054</b>	<b>(94,829)</b>	<b>(143,748)</b>
Gross transfers between funds		(97,283)	371,041	(273,758)	-	-
<b>Net income/(expenditure) for the year</b>		<b>(87,645)</b>	<b>60,520</b>	<b>(67,704)</b>	<b>(94,829)</b>	<b>(143,748)</b>
<b><u>Other recognised gains and losses</u></b>						
Actuarial gains/(losses) on defined benefit pension scheme	25	-	(27,000)	-	(27,000)	175,000
<b>Net movement in funds</b>		<b>(87,645)</b>	<b>33,520</b>	<b>(67,704)</b>	<b>(121,829)</b>	<b>31,252</b>
Fund balances at 1 September 2014		119,230	(317,817)	3,388,527	3,189,940	3,158,688
<b>Fund balances at 31 August 2015</b>	<b>16</b>	<b>31,585</b>	<b>(284,297)</b>	<b>3,320,823</b>	<b>3,068,111</b>	<b>3,189,940</b>

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006. A statement of total recognised gains and losses is not required as all gains and losses are included in the statement of financial activities.

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

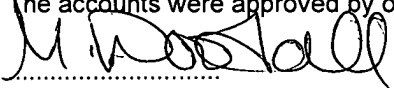
# ACADEMY @ WORDEN

## BALANCE SHEET

AS AT 31 AUGUST 2015

	Notes	2015		2014	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	11		3,320,823		3,388,527
<b>Current assets</b>					
Debtors	12	124,843		145,711	
Cash at bank and in hand		227,507		216,202	
		352,350		361,913	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	13	(160,262)		(203,500)	
<b>Net current assets</b>			192,088		158,413
<b>Total assets less current liabilities</b>			3,512,911		3,546,940
Creditors: amounts falling due after more than one year	14		(46,800)		-
<b>Net assets excluding pension liability</b>			3,466,111		3,546,940
Defined benefit pension liability	25		(398,000)		(357,000)
<b>Net assets</b>			3,068,111		3,189,940
<b>Funds of the Academy:</b>					
<b>Restricted funds</b>	16				
- Fixed asset funds			3,320,823		3,388,527
- General funds			113,703		39,183
- Pension reserve			(398,000)		(357,000)
<b>Total restricted funds</b>			3,036,526		3,070,710
<b>Unrestricted income funds</b>	16		31,585		119,230
<b>Total funds</b>			3,068,111		3,189,940

The accounts were approved by order of the Governing Body and authorised for issue on .....31/12/15.....



Mrs M T Woodall  
Chair

Company Number 08360915

# ACADEMY @ WORDEN

## CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2015

	Notes	2015 £	2014 £
Net cash inflow/(outflow) from operating activities	20	(316,834)	(666,508)
<b>Returns on investments and servicing of finance</b>			
Investment income	381	549	
<b>Net cash inflow/(outflow) from returns on investments and servicing of finance</b>		381	549
		(316,453)	(665,959)
<b>Capital expenditure and financial investments</b>			
Capital grants received	273,758	562,475	
Payments to acquire tangible fixed assets	-	(18,871)	
<b>Net cash flow from capital activities</b>		273,758	543,604
<b>Net cash inflow/(outflow) before financing</b>		(42,695)	(122,355)
<b>Financing</b>			
New other loan	57,600	-	
Repayment of other loan	(3,600)	-	
<b>Net cash inflow/(outflow) from funding</b>		54,000	-
<b>Increase/(decrease) in cash</b>	22	11,305	(122,355)



# ACADEMY @ WORDEN

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

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### 1 Accounting policies

#### 1.1 Basis of preparation

The accounts have been prepared under the historical cost convention in accordance with applicable United Kingdom Accounting Standards, the Charity Commission 'Statement of Recommended Practice: Accounting and Reporting by Charities' ('SORP 2005'), the Academies Accounts Direction 2014 to 2015 issued by the Education Funding Agency and the Companies Act 2006. A summary of the principal accounting policies, which have been applied consistently, except where noted, is set out below.

#### 1.2 Going concern

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

Our financial forecasts show that for the year 2015-16, a small deficit is predicted by 31st August 2016. This is as a direct result of the growth in pupil numbers and the lag timing of central funding we receive to fund these increased numbers. As a result of a shortfall in income of circa £450,000, we have lodged an appeal with the Education Funding Authority to request additional funds and are awaiting their final written response on the matter. The EFA have indicated that they are recommending a one-off payment of circa £340,000 and that this will now require ministerial sign-off. They have informed us that this should only take a few weeks and that we should be informed by the end of November.

As it stands and without this additional payment, we have taken steps to manage the cashflow during this period and have also set up a new cost management committee to add further scrutiny on costs. With these actions we feel we will be able to pay debts as they fall due. The academy's long term forecasts show a healthy return to reserves in the period 2017/18 and as such in preparing these accounts the governing body feel justified to class the Trust as a going concern.

#### 1.3 Conversion to an academy trust

The conversion from a state maintained school to an academy trust involved the transfer of identifiable assets and liabilities and the operation of the school for £nil consideration and has been accounted for under the acquisition accounting method.

The assets and liabilities transferred on conversion from the maintained school to an Academy have been valued at their fair value being a reasonable estimate of the current market values that the Governors would expect to pay in an open market for an equivalent item. Their fair value is in accordance with the accounting policies set out for Academy @ Worden. The amounts have been recognised under the appropriate balance sheet categories, with a corresponding amount recognised in voluntary income as a gift in the SOFA and analysed under unrestricted, restricted general and restricted fixed assets funds.

# ACADEMY @ WORDEN

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

---

### 1 Accounting policies

(Continued)

#### 1.4 Incoming resources

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

##### Grants receivable

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

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

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

##### Sponsorship income

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

##### Donations

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

##### Other income

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

##### Donated services and gifts in kind

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

#### 1.5 Resources expended

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

##### Costs of generating funds

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

##### Charitable activities

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

# ACADEMY @ WORDEN

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

---

### 1 Accounting policies

(Continued)

#### Governance costs

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

All resources expended are inclusive of irrecoverable VAT.

#### 1.6 Tangible fixed assets and depreciation

On conversion the School acquired the land and buildings from which it operates under a 99 year lease. No value was paid for the land and buildings, which have been incorporated into the accounts as a donated asset, based on a depreciated replacement cost valuation carried out as at 31 August 2013 on behalf of the Department for Education by Mouchel. This valuation has been adjusted to take account of depreciation in the period since conversion, to arrive at an estimate for the value of land and buildings acquired on conversion.

In addition, the School inherited the fixtures and fittings and other tangible fixed assets in use by the School at the date of conversion. Except for certain computer equipment recently purchased, the remaining assets had been held for a significant period of time and were fully depreciated. An estimate of the current fair value was not readily available and the cost of obtaining a valuation was considered to be disproportionate to the value of including such a valuation in the accounts. No value has therefore been included in the accounts for these assets. The insurance value of fixtures and fittings and other assets inherited on conversion was £1,890,000.

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of each asset over its expected useful life, as follows:

Leasehold land and buildings	2% p.a
Computer equipment	33.3% p.a
Fixtures, fittings & equipment	10%-25% p.a

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

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

#### 1.7 Leasing and hire purchase commitments

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

# ACADEMY @ WORDEN

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

---

### 1 Accounting policies

(Continued)

#### 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 benefits

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in Note 25, the TPS is a multi-employer scheme and the Academy is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions are recognised as they are paid each year.

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

#### 1.10 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 Governors.

Restricted fixed asset funds are resources which have been utilised in acquiring fixed assets. The initial funding may have arisen from unrestricted funds or other restricted funds, a transfer from the appropriate fund is made to the fixed asset fund to identify the capitalisation of an asset and future depreciation on these assets will be charged to the fixed asset fund.

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

**ACADEMY @ WORDEN****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 AUGUST 2015****2 Voluntary income**

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Other donations	7,145	-	7,145	7,603

**3 Activities for generating funds**

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Hire of facilities	12,032	-	12,032	13,634
Uniform sales	7,348	-	7,348	4,697
Other income	17,789	-	17,789	1,178
	37,169	-	37,169	19,509

**4 Investment income**

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Short term deposits	381	-	381	549

# ACADEMY @ WORDEN

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

### 5 Funding for the Academy's educational operations

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
<b>DfE / EFA grants</b>				
General annual grant (GAG)	-	1,764,991	1,764,991	1,634,104
Capital grants	-	273,758	273,758	562,475
Other DfE / EFA grants	-	147,807	147,807	215,156
	-	2,186,556	2,186,556	2,411,735
<b>Other government grants</b>				
Local authority grants	-	18,425	18,425	21,811
Other grants	-	54,025	54,025	36,600
	-	72,450	72,450	58,411
<b>Other funds</b>				
Other incoming resources	14,197	19,905	34,102	60,941
<b>Total funding</b>	14,197	2,278,911	2,293,108	2,531,087

### 6 Resources expended

	Staff costs £	Premises & equipment £	Other costs £	Total 2015 £	Total 2014 £
<b>Academy's educational operations</b>					
- Direct costs	1,309,380	1,188	183,028	1,493,596	1,515,403
- Allocated support costs	210,661	375,100	323,024	908,785	1,148,310
	1,520,041	376,288	506,052	2,402,381	2,663,713
<b>Other expenditure</b>					
Costs of activities for generating funds	3,008	-	9,742	12,750	15,572
Governance costs	-	-	17,501	17,501	23,211
	3,008	-	27,243	30,251	38,783
<b>Total expenditure</b>	1,523,049	376,288	533,295	2,432,632	2,702,496

# ACADEMY @ WORDEN

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

### 6 Resources expended (Continued)

Net income/(expenditure) for the year includes:	2015 £	2014 £
Operating leases		
- Plant and machinery	20,890	19,409
Fees payable to auditor		
- Audit	5,800	5,650
- Other services	3,841	1,785
- Preparation of statutory accounts	1,550	1,500

### 7 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
<b>Direct costs</b>				
Teaching and educational support staff costs	8,550	1,300,830	1,309,380	1,301,569
Depreciation	-	1,188	1,188	262
Technology costs	-	44,259	44,259	40,972
Educational supplies and services	27,954	96,026	123,980	144,558
Examination fees	-	14,789	14,789	28,042
	<u>36,504</u>	<u>1,457,092</u>	<u>1,493,596</u>	<u>1,515,403</u>
<b>Allocated support costs</b>				
Support staff costs	-	202,661	202,661	189,807
Depreciation	-	66,516	66,516	65,521
Maintenance of premises and equipment	-	308,584	308,584	568,134
Cleaning	-	57,156	57,156	54,671
Energy costs	-	64,235	64,235	18,254
Rent and rates	-	29,788	29,788	38,650
Insurance	-	9,867	9,867	22,584
Security and transport	-	380	380	26,149
Catering	-	41,604	41,604	49,848
Interest and finance costs	-	8,000	8,000	20,000
Other support costs	-	119,994	119,994	94,692
	<u>-</u>	<u>908,785</u>	<u>908,785</u>	<u>1,148,310</u>
<b>Total costs</b>	<u>36,504</u>	<u>2,365,877</u>	<u>2,402,381</u>	<u>2,663,713</u>

# ACADEMY @ WORDEN

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

### 8 Governance costs

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Legal and professional fees	-	-	-	6,621
Auditor's remuneration				
- Audit of financial statements	-	5,800	5,800	5,650
- Other services	-	5,391	5,391	3,286
Other governance costs	-	6,310	6,310	7,654
	-	17,501	17,501	23,211

### 9 Staff costs

	2015 £	2014 £
Wages and salaries	1,187,150	1,161,405
Social security costs	87,616	94,287
Other pension costs	180,324	207,988
	1,455,090	1,463,680
Supply teacher costs	24,287	23,308
Compensation payments	6,678	-
Staff development and other staff costs	36,994	33,899
Total staff costs	1,523,049	1,520,887

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

	2015 Number	2014 Number
Teachers	22	17
Administration and support	17	20
Management	4	4
	43	41

The number of employees whose annual emoluments were £60,000 or more was:

	2015 Number	2014 Number
£60,001 - £70,000	1	1

The above employee participated in the Teacher's Pension Scheme.



## ACADEMY @ WORDEN

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

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#### 10 Governors' remuneration and expenses

The headteacher and other staff Governors only receive remuneration in respect of services they provide undertaking the roles of headteacher and staff, and not in respect of their services as Governors. Other Governors did not receive any payments from the academy trust in respect of their role as Governors. During the year, travel and subsistence payments totalling £nil (2014 £nil) were reimbursed to Governors.

The value of Governors' remuneration and other benefits for the period was as follows:

##### C Catherall - Headteacher and Governor

Remuneration	£65,000 - £70,000 (2014 £65,000 - £70,000)
Employer's pension contributions	£5,000 - £10,000 (2014 £5,000 - £10,000)

##### A Hammersley - Deputy Head and Co-opted Governor

Remuneration	£50,000 - £55,000 (2014 £50,000 - £55,000)
Employer's pension contributions	£5,000 - £10,000 (2014 £5,000 - £10,000)

##### D Blackledge - Staff Governor to 19 January 2015

Remuneration	£15,000 - £20,000 (2014 £45,000 - £50,000)
Employer's pension contributions	£nil - £5,000 (2014 £5,000 - £10,000)

##### E Webster - Staff Governor to 31 August 2014

Remuneration	£nil (2014 £10,000 - £15,000)
Employer's pension contributions	£nil (2014 £nil - £5,000)

##### A Blackburn - Staff Governor to 19 March 2015

Remuneration	£20,000 - £25,000 (2014 £40,000 - £45,000)
Employer's pension contributions	£nil - £5,000 (2014 £5,000 - £10,000)

##### A Howden - Staff Governor

Remuneration	£nil - £5,000 (2014 £nil - £5,000)
Employer's pension contributions	£nil (2014 £nil)

##### L Woodburn - Staff Governor from 10 February 2015

Remuneration	£10,000 - £15,000 (2014 £nil)
Employer's pension contributions	£nil - £5,000 (2014 £nil)

##### S Macpherson - Staff Governor from 30 March 2015

Remuneration	£10,000 - £15,000 (2014 £nil)
Employer's pension contributions	£nil - £5,000 (2014 £nil)

Other related party transactions involving the Governors are set out within the related parties note.

#### Governors' and officers' insurance

In accordance with normal commercial practice, the Academy has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2015 was included in the total insurance cost.

# ACADEMY @ WORDEN

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

### 11 Tangible fixed assets

	Leasehold land and buildings £	Computer equipment £	Fixtures, fittings & equipment £	Total £
<b>Cost</b>				
At 1 September 2014 and at 31 August 2015	3,472,000	3,562	15,309	3,490,871
<b>Depreciation</b>				
At 1 September 2014	99,237	262	2,845	102,344
Charge for the year	62,676	1,188	3,840	67,704
At 31 August 2015	161,913	1,450	6,685	170,048
<b>Net book value</b>				
At 31 August 2015	3,310,087	2,112	8,624	3,320,823
At 31 August 2014	3,372,763	3,300	12,464	3,388,527

Leasehold land and buildings includes land at a value of £338,000 which is not depreciated.

### 12 Debtors

	2015 £	2014 £
VAT recoverable	58,993	46,927
Other debtors	6,347	4,015
Prepayments and accrued income	59,503	94,769
	124,843	145,711

### 13 Creditors: amounts falling due within one year

	2015 £	2014 £
Other loans	7,200	-
Trade creditors	27,042	74,598
Taxes and social security costs	-	5,806
Other creditors	5,813	-
Accruals	91,727	100,480
Deferred income	28,480	22,616
	160,262	203,500

### 14 Creditors: amounts falling due after more than one year

	2015 £	2014 £
Other loans	46,800	-

# ACADEMY @ WORDEN

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

		(Continued)	
14	Creditors: amounts falling due after more than one year	2015	2014
	<b>Analysis of loans</b>		
	Wholly repayable within five years	54,000	-
	Less: included in current liabilities	(7,200)	-
		<hr/>	<hr/>
	Amounts included above	46,800	-
		<hr/>	<hr/>
	<b>Loan maturity</b>		
	Debt due in one year or less	7,200	-
	In more than one year but not more than two years	7,200	-
	In more than two years but not more than five years	21,600	-
	In more than five years	18,000	-
		<hr/>	<hr/>
		54,000	-

Included within other loans is a loan of £54,000 from Salix. The loan will be repaid over eight years and repayments commenced in March 2015. No interest is charged on the loan.

15 Deferred income	2015	2014
	£	£
Deferred income is included within:		
Creditors due within one year	28,480	22,616
	<u>28,480</u>	<u>22,616</u>
Total deferred income at 1 September 2014	22,616	10,769
Amounts credited to the statement of financial activities	(22,616)	(10,769)
Amounts deferred in the year	28,480	22,616
	<u>28,480</u>	<u>22,616</u>
<b>Total deferred income at 31 August 2015</b>	<b>28,480</b>	<b>22,616</b>

At the balance sheet date the academy trust was holding funds received in advance for bikeability and school games organiser grants of £28,480, which cover the period from September 2015 to March 2016.

# ACADEMY @ WORDEN

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

### 16 Funds

	Balance at 1 September 2014 £	Incoming resources £	Resources expended £	Gains, losses & transfers £	Balance at 31 August 2015 £
<b>Restricted general funds</b>					
General Annual Grant	-	1,764,991	(2,053,180)	288,189	-
Other DfE / EFA grants	33,643	147,807	(147,807)	60,160	93,803
Other government grants	-	72,450	(83,645)	30,200	19,005
Other restricted funds	5,540	19,905	(17,042)	(7,508)	895
	<u>39,183</u>	<u>2,005,153</u>	<u>(2,301,674)</u>	<u>371,041</u>	<u>113,703</u>
Funds excluding pensions	39,183	2,005,153	(2,301,674)	371,041	113,703
Pension reserve	(357,000)	-	(14,000)	(27,000)	(398,000)
	<u>(317,817)</u>	<u>2,005,153</u>	<u>(2,315,674)</u>	<u>344,041</u>	<u>(284,297)</u>
<b>Restricted fixed asset funds</b>					
DfE / EFA and other capital grants	-	273,758	-	(273,758)	-
Inherited fixed asset fund	3,372,763	-	(62,676)	-	3,310,087
Capital expenditure from GAG or other funds	15,764	-	(5,028)	-	10,736
	<u>3,388,527</u>	<u>273,758</u>	<u>(67,704)</u>	<u>(273,758)</u>	<u>3,320,823</u>
<b>Total restricted funds</b>	<u>3,070,710</u>	<u>2,278,911</u>	<u>(2,383,378)</u>	<u>70,283</u>	<u>3,036,526</u>
<b>Unrestricted funds</b>					
General funds	119,230	58,892	(49,254)	(97,283)	31,585
	<u>119,230</u>	<u>58,892</u>	<u>(49,254)</u>	<u>(97,283)</u>	<u>31,585</u>
<b>Total funds</b>	<u>3,189,940</u>	<u>2,337,803</u>	<u>(2,432,632)</u>	<u>(27,000)</u>	<u>3,068,111</u>

## ACADEMY @ WORDEN

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

#### 16 Funds

(Continued)

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

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

General Annual Grant must be used for the normal running expenses of the School and any amounts carried forward at the end of a financial period must be used in accordance with the terms of the Funding Agreement.

Other DfE/EFA grants comprise additional funding received for the furtherance of education, which must be used in accordance with the specific terms of each grant.

Capital grants received have been spent on refurbishment of the roof and windows and transferred to GAG to cover major refurbishment expenditure.

Other government grants of £72,500 includes LEA funding for Special Educational Needs which was fully expended in the period.

Other restricted funds include contributions received for school trips and non public donations and the related expenditure.

The pension reserve represents the value of the School's share of the deficit in the Local Government Pension Scheme. The value of the deficit inherited in conversion was £476,000, and had fallen to £398,000 at 31 August 2015.

Restricted fixed asset funds include assets inherited on conversion and expenditure out of GAG and other capital grants during the period. Depreciation is charged against the fund.

#### 17 Analysis of net assets between funds

	Unrestricted funds	Restricted general funds	Restricted fixed asset funds	Total funds
	£	£	£	£
<b>Fund balances at 31 August 2015 are represented by:</b>				
Tangible fixed assets	-	-	3,320,823	3,320,823
Current assets	31,585	320,765	-	352,350
Creditors falling due within one year	-	(160,262)	-	(160,262)
Creditors falling due after one year	-	(46,800)	-	(46,800)
Defined benefit pension liability	-	(398,000)	-	(398,000)
	<u>31,585</u>	<u>(284,297)</u>	<u>3,320,823</u>	<u>3,068,111</u>

## ACADEMY @ WORDEN

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

#### 18 Commitments under operating leases

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

	2015 £	2014 £
Expiry date:		
- Within one year	-	1,671
- Between two and five years	20,196	17,738
- In over five years	694	-
	<u>20,890</u>	<u>19,409</u>

#### 19 Capital commitments

	2015 £	2014 £
At 31 August 2015 the company had capital commitments as follows:		
Expenditure contracted for but not provided in the accounts	-	89,286
	<u>-</u>	<u>89,286</u>

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

	2015 £	2014 £
Net income	(94,829)	(143,748)
Capital grants and similar income	(273,758)	(562,475)
Investment income	(381)	(549)
Defined benefit pension costs less contributions payable	6,000	25,000
Defined benefit pension finance costs/(income)	8,000	20,000
Depreciation of tangible fixed assets	67,704	65,783
(Increase)/decrease in stocks	-	4,215
(Increase)/decrease in debtors	20,868	(77,868)
Increase/(decrease) in creditors	(50,438)	3,134
Net cash inflow/(outflow) from operating activities	<u>(316,834)</u>	<u>(666,508)</u>

# ACADEMY @ WORDEN

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

### 21 Analysis of net funds

	At 1 September 2014 £	Cash flows £	Non-cash changes £	At 31 August 2015 £
Cash at bank and in hand	216,202	11,305	-	227,507
Debt due within one year	-	(54,000)	46,800	(7,200)
Debt due after one year	-	-	(46,800)	(46,800)
	-	(54,000)	-	(54,000)
Net balances	216,202	(42,695)	-	173,507

### 22 Reconciliation of net cash flow to movement in net funds

	2015 £	2014 £
Increase/(decrease) in cash	11,305	(122,355)
New debenture loan	(57,600)	-
Repayment of other loan	3,600	-
Change in net funds resulting from cash flows	(42,695)	(122,355)
Net funds at 1 September 2014	216,202	338,557
Net funds at 31 August 2015	173,507	216,202

### 23 Contingent liabilities

There were no contingent liabilities at 31 August 2015.

### 24 Members' liability

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

### 25 Pensions and similar obligations

The Academy's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Lancashire County Council. Both are defined-benefit schemes. The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2004 and of the LGPS 31 March 2010.

Contributions amounting to £5,812 (2014: £5,806) were payable to the schemes at 31 August 2015 and are included within creditors.

**25 Pensions and similar obligations**

**(Continued)**

**Teachers' Pension Scheme**

**Introduction**

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

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

**Valuation of the Teachers' Pension Scheme**

Not less than every four years the Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value 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 the TPS in the period amounted to £115,935 (2014: £116,529).

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 trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.



# ACADEMY @ WORDEN

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

### 25 Pensions and similar obligations

(Continued)

#### Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 14.7 per cent for employers and 5.5 to 12.5 per cent for employees. The estimated value of employer contributions for the forthcoming year is £12,600. Based on the latest actuarial report these are due to increase at 4% per annum over the next 3 years. The deficit contributions will be reviewed following the next triennial valuation in 2016.

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.

Contributions made	2015 £	2014 £
Employer's contributions (rounded)	53,000	49,000
Employees' contributions (rounded)	17,000	16,000
Total contributions	70,000	65,000
<b>Principal actuarial assumptions</b>	<b>2015 %</b>	<b>2014 %</b>
Rate of increase in salaries	3.8	3.7
Rate of increase for pensions in payment	2.3	2.2
Discount rate for scheme liabilities	4.0	4.0
Inflation assumption (CPI)	2.3	2.2

The sensitivity of the scheme liabilities, and therefore the net deficit, at 31 August 2015 to changes in the principal assumptions used to measure scheme liabilities are as follows:

	As recognised in accounts	Sensitivity 1 +0.1%p.a. discount rate	Sensitivity 2 +0.1%p.a. inflation	Sensitivity 3 1 year increase in life expectancy
	£000	£000	£000	£000
Liabilities	869	849	890	885
Assets	(471)	(471)	(471)	(471)
Deficit	398	378	419	414

# ACADEMY @ WORDEN

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

### 25 Pensions and similar obligations

(Continued)

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

	2015 Years	2014 Years
Retiring today		
- Males	22.9	22.8
- Females	25.4	25.3
Retiring in 20 years		
- Males	25.1	25.0
- Females	27.8	27.7

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

	2015 Expected return %	2015 Fair value £	2014 Expected return %	2014 Fair value £
Equities	6.5	162,000	7.0	214,000
Government bonds	2.5	26,000	2.9	1,000
Other bonds	3.6	12,000	3.8	115,000
Cash	0.5	6,000	0.5	10,000
Property	6.1	43,000	6.2	41,000
Other assets	6.5	222,000	7.0	50,000
Total market value of assets		471,000		431,000
Present value of scheme liabilities - funded		(869,000)		(788,000)
Net pension asset / (liability)		(398,000)		(357,000)

The expected rate of return on plan assets is based on market expectations. The assumptions used to determine the expected rate are an average of the assumed market expectations appropriate to the individual asset classes weighted by the proportion of the assets in a particular class.

The actual return on scheme assets was £17,000 (2014: £19,000.).

# ACADEMY @ WORDEN

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

### 25 Pensions and similar obligations

(Continued)

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

	2015 £	2014 £
<b>Operating costs/(income)</b>		
Current service cost (net of employee contributions)	59,000	74,000
Past service cost	-	-
Total operating charge	59,000	74,000
<b>Finance costs/(income)</b>		
Expected return on pension scheme assets	(24,000)	(14,000)
Interest on pension liabilities	32,000	34,000
Net finance costs/(income)	8,000	20,000
<b>Total charge/(income)</b>	67,000	94,000

#### Actuarial gains and losses recognised in the statement of financial activities

	2015 £	2014 £
Actuarial (gains)/losses on assets: actual return less expected	27,000	(131,000)
Experience (gains)/losses on liabilities	-	(44,000)
(Gains)/losses arising from changes in assumptions	-	-
Total (gains)/losses	27,000	(175,000)
Cumulative (gains)/losses to date	206,000	179,000

#### Movements in the present value of defined benefit obligations

	2015 £	2014 £
Obligations at 1 September 2014	(788,000)	(708,000)
Current service cost	(59,000)	(74,000)
Interest cost	(32,000)	(34,000)
Contributions by employees	(17,000)	(16,000)
Actuarial gains/(losses)	(20,000)	44,000
Benefits paid	47,000	-
At 31 August 2015	(869,000)	(788,000)

## ACADEMY @ WORDEN

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2015

#### 25 Pensions and similar obligations

(Continued)

##### Movements in the fair value of scheme assets

	2015 £	2014 £
Assets at 1 September 2014	431,000	221,000
Expected return on assets	24,000	14,000
Actuarial gains/(losses)	(7,000)	131,000
Contributions by employers	53,000	49,000
Contributions by employees	17,000	16,000
Benefits paid	(47,000)	-
At 31 August 2015	<u>471,000</u>	<u>431,000</u>

##### History of experience gains and losses

	2015 £	2014 £
Present value of defined benefit obligations	(869,000)	(788,000)
Fair value of share of scheme assets	<u>471,000</u>	<u>431,000</u>
Surplus / (deficit)	<u>(398,000)</u>	<u>(357,000)</u>
Experience adjustment on scheme assets	(7,000)	131,000
Experience adjustment on scheme liabilities	<u>-</u>	<u>44,000</u>

#### 26 Related parties

Owing to the nature of the Academy's operations and the composition of the Governing Body being drawn from local public and private sector organisations, transactions may take place with organisations in which Governors have 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.

No related party transactions took place in the period of account.