

**Bishop Cleary Multi Academy Company**  
**(A Company Limited by Guarantee)**  
**Annual Report and Financial Statements**  
**Year ended 31 August 2016**

**Company Registration Number:**  
**08578428 (England and Wales)**

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COMPANIES HOUSE

# **Bishop Cleary Multi Academy Company**

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# Bishop Cleary Multi Academy Company

## Reference and Administrative Details

### Trustees

L Barrétt (Staff Director) (Retired 31/08/2016)  
 M Darmody  
 B J Dixon-Kent  
 A Fones (Staff Director) (Appointed 01/09/2016)  
 J S Hanslip (Principal Director) \*\*  
 M J M Hughes (Principal and Accounting Officer) \*\*  
 B Morton  
 P O'Hagan \*\*  
 M P Posiwnycz \*\*  
 R Rose (Staff Director) (Appointed 01/09/2016)  
 A M Shorthouse \*\*  
 N Smallman (Staff Director) (Resigned 31/05/2016)  
 F R Tunney  
 L Visentin \*\*  
 C Walker (Chair) \*\*  
 R Watkins \*\*

\*\*Members of the Finance and Resources/Audit and Risk Committee

### Company Secretary

W H Smith

### Business Director

B Raj

### Senior Management Team 1:

- Principal
- Vice Principal

S McHale  
 L Bradley (appointed 3<sup>rd</sup> May 2016)

### Senior Management Team 2:

- Executive Head
- Head of School
- Assistant Principal
- Acting Head of School

J Hanslip  
 N Smallman (resigned 31<sup>st</sup> May 2016)  
 C Dawes (moved to Acting Head of School 13<sup>th</sup> June 2016)  
 C Dawes (appointed 13<sup>th</sup> June 2016)

### Senior Management Team 3:

- Executive Head
- Assistant Principal
- Head of School

J Hanslip  
 S Clarke (resigned 31<sup>st</sup> August 2016)  
 Vacant

### Senior Management Team 4:

- Principal
- Vice Principal
- Principal
- Acting Vice Principal
- Assistant Principal (P/T)

A Lombardi (Retired 31<sup>st</sup> August 2016)  
 J Byrne (moved to Acting Principal 1<sup>st</sup> September 2016)  
 J Byrne (appointed 20<sup>th</sup> October 2016)  
 J Morgan (appointed 3<sup>rd</sup> October 2016)  
 A Ross

### Senior Management Team 5:

- Principal
- Vice Principal
- Vice Principal
- Business Director
- Assistant Principal
- Assistant Principal
- Assistant Principal
- Extended Assistant Principal
- Extended Assistant Principal

M Hughes  
 M Hazeldine  
 P Farr (Resigned 31<sup>st</sup> December 2015)  
 B Raj  
 B Canavan (Resigned 31<sup>st</sup> August 2016)  
 E Gibbons (Appointed 1<sup>st</sup> September 2016)  
 M Train (appointed 1<sup>st</sup> September 2015)  
 G Higham  
 P Katumba

## **Bishop Cleary Multi Academy Company**

### **Reference and Administrative Details (continued)**

#### **Bankers**

Lloyds Bank Plc  
Wolverhampton Queen Square  
Birmingham OSC  
Ariel House  
2138 Coventry Road  
Sheldon  
B26 3JW

#### **Solicitors**

Howes Percival LLP  
3 The Osiers Business Centre  
Leicester  
Leicestershire  
LE19 1DX

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report**

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2015 to 31 August 2016. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

The trust operates 4 primaries for pupils aged 3 to 11, of which two include nurseries and one secondary academy for pupils aged 11 - 18 in Wolverhampton, West Midlands. Its academies have a combined pupil capacity of 1767 plus 104 Nursery and had a roll of 1670 in the school census on October 2016.

## **Structure, Governance and Management**

### **Constitution**

The Bishop Cleary Catholic Multi Academy Company is a company limited by guarantee and an exempt charity that was incorporated on 20 June 2013 and opened as a Multi Academy Company on 1 July 2013. The Charitable Company's funding agreements and memorandum and articles of association are the primary governing documents of the Trust.

The Directors act as the trustees for the charitable activities of the Bishop Cleary Catholic Multi Academy Company and for the purposes of company law. The Charitable Company is known as the Bishop Cleary Catholic Multi Academy Company which comprises of SS Mary and John's Primary Catholic Academy, St. Michael's Catholic Primary Academy and Nursery, St. Teresa's Catholic Primary Academy, SS Peter and Paul Catholic Primary Academy & Nursery (formerly known as The Giffard) and St. Edmund's Catholic Academy.

Details of Directors who served throughout the year are included in the Reference and Administrative Details on page 3.

### **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.

### **Trustees' Indemnities**

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

### **Principal Activities**

The principal activity of the trust is to; establish, maintain, manage and develop its academies offering a broad and balanced curriculum; 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 Catholic schools designated as such ("the Mainstream Academies") offering a broad and balanced curriculum or 16 to 19 Academies offering a curriculum appropriate to the needs of its students ("the 16 to 19 Academies") and in each case conducted as Catholic Schools in accordance with the Code of Canon Law of the Latin Church from time to time and the doctrinal, social and moral teachings of the Catholic Church from time to time and following the directives and policies issued by the Diocesan Bishop to ensure that the formation, governance and education of the Academies is based on the principles of Catholic doctrine, and at all times serving as a witness to the Catholic faith in Our Lord Jesus Christ.

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

### **Method of Recruitment and Appointment or Election of Trustees**

Full details are laid out in the Articles of Association the number of Directors shall not be less than three but shall not be subject to a maximum. All Directors shall upon their appointment or election give a written undertaking to the Founder Member, the Trustees and the Diocesan Bishop substantially in the form annexed in the Articles of Association to uphold the Object of the Company.

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

- a. Such number of Foundation Directors so as to constitute a majority of the Directors by at least two (2) from time to time and shall be appointed under Article 50. No such Foundation Director shall be or become an employee of the Company;
- b. A maximum of two (2) Staff Directors appointed under Article 50B;
- c. Two (2) Parent Directors appointed under Articles 53-56B;
- d. A maximum of 2 of the Principals of the Academies may be appointed as Directors under Articles 51A and 52; and,
- e. The Executive Principal (if any) appointed in accordance with Article 57A.

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

The first Directors shall be those persons named in the statement delivered pursuant to sections 9 and 12 of the Companies Act 2006.

Future Directors shall be appointed or elected, as the case may be, under the Articles. Where it is not possible for such a Director to be appointed or elected due to the fact that an Academy has not yet been established or the Executive Principal has not been appointed, then the relevant Article or part thereof shall not apply.

As part of the procedure for the recruitment of new members the completion of the Academy Foundation Director Application Form is compulsory and submitted to the Diocese for the approval of the Bishop. Any new member must also complete the Deed of Adherence to the Scheme of Delegation and an undertaking to the Diocesan Bishop.

### **Policies and Procedures Adopted for the Induction and Training of Trustees**

New Directors and Academy Representatives are formally written to on appointment and supplied with relevant details on Governance as well as a copy of the Scheme of Delegation and information from the Birmingham Diocese. Training is available from an external provider that runs a wide range of courses aimed specifically at Academy Representatives and Directors. This is made available and members encouraged to attend. Opportunities for key Governance members to meet others and Senior teams is made available as well as contributing to strategic leadership through targeted group meetings of Chairs and Vice Chairs and Away Days.

# Bishop Cleary Multi Academy Company

## Trustees' Report (continued)

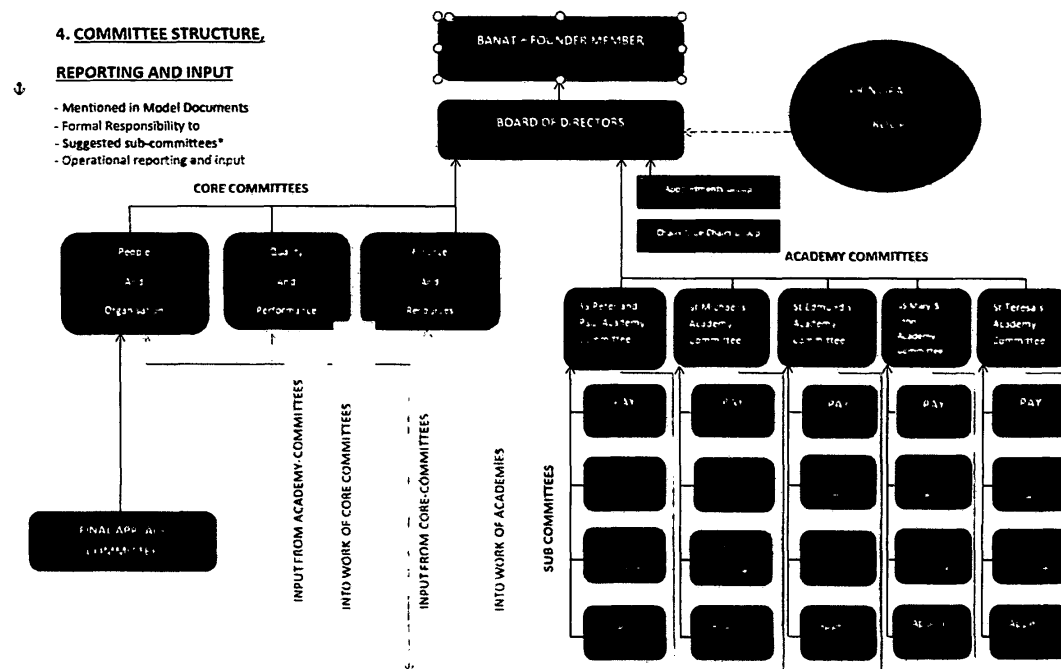
### Organisational Structure

The Board of Directors have the ultimate responsibility for the Bishop Cleary Catholic Multi Academy Company. The Accounting Officer is also a Principal Director of the Company and has ultimate responsibility for the operations and controls in place. Where appropriate, duties are delegated to Committees, Academy Committee and Principals/ Executive Head.

Leadership and Management across the Multi Academy is delegated by Directors to the Senior Leadership Team of each Academy reporting back through the various Committees. The levels of responsibility and accountability laid out in the schemes of delegation are adhered. The Board maintains overall control for the activities and performance of the Company. The appointment of Directors, Academy Representatives, significant external partners, Executive Head/Principal/Head of School/Vice Principal appointments, approval of Annual Financial Statements and Budgets remain the responsibility of the Board. They also take responsibility of ratifying policies and procedures implemented within the Company. The Board, in the performance of its duties, pays due regard to the advice and information provided by the supporting committees and Academy Committees. Please see below an illustrative diagram A of the structure of the decision making of the company and a summary of the key areas of delegated duties.

<b>Quality and Performance Core Function</b>	<b>People and Organisation Core Function</b>	<b>Finance and Resources/Audit and Risk Core Function</b>
Secure the shared Mission of Making Christ known to all people, placing Christ and the teaching of the Catholic Church at the centre of people's lives.	Secure the shared Mission of Making Christ known to all people, placing Christ and the teaching of the Catholic Church at the centre of people's lives.	Secure the shared Mission of Making Christ known to all people, placing Christ and the teaching of the Catholic Church at the centre of people's lives.
<ul style="list-style-type: none"> <li>• Evaluation of Standards and Performance</li> <li>• Data Tracking and Analysis</li> <li>• Individual Academy and MAC Improvement Planning</li> <li>• Policies for Teaching and Learning</li> <li>• Policies for Curriculum and Assessment and Safeguarding</li> <li>• Attendance and Behaviour</li> <li>• Monitoring and Self Evaluation</li> <li>• Performance Management of the individual Principals.</li> </ul>	<ul style="list-style-type: none"> <li>• Personnel Policies and Procedures</li> <li>• Safeguarding</li> <li>• Premises Management</li> <li>• Staffing Structure Across the MAC (shared posts)</li> <li>• Leadership formation and development, succession planning</li> <li>• MAC Policy Grid</li> <li>• Pay Structures</li> <li>• Appraisals and performance management</li> <li>• Absence management</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic Financial management of budgets resources and services.</li> <li>• Statutory Returns</li> <li>• Financial Management</li> <li>• Asset Management and Risk Management</li> <li>• Company Finance Policies and guidance</li> <li>• Policies for Charging and remissions,</li> <li>• 5 year Estate Management Plan</li> <li>• Insurance</li> <li>• Corporate Health and Safety</li> </ul>

## Bishop Cleary Multi Academy Company Trustees' Report (continued)



\*The Academy Committees will be responsible for forming its own sub-committees to carry out its governance function. The sub-committees listed are for illustrative



# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

### **Arrangements for Setting Pay and Remuneration of Key Management Personnel**

Bishop Cleary Catholic Multi Academy Company reviews and publishes its Pay Policy that sets its arrangements for setting pay and remuneration for key management positions. Board of Directors take into consideration the recommendations in the Standard Teachers Pay and Conditions Document (STPCD) and DfE guidance.

Board of Directors follow a three-stage process when setting the pay for new appointments to headship or the wider leadership team. The pay of those in post will only need to be reviewed when there are significant changes to responsibilities.

The three-stage process offers The Board substantial flexibility to set pay at the level needed to attract Principals and other members of the leadership team by systematically considering the circumstances of the role before advertising the post.

The three stages are:

Stage 1 – Defining the role and determining the Headteacher group

Stage 2 – Setting the indicative pay range

Stage 3 – Deciding the starting salary and individual pay range

All decisions and the reasons for them are well documented at every stage. All pay decisions are made on objective criteria so that there is no discriminatory effect on any group of teachers with a particular protected characteristic under the Equality Act 2010.

#### **Stage 1 – Defining the role and determining the Headteacher group**

At this stage define the job and identify the broad pay range as a provisional guide to determining an appropriate level of pay. Define and set out the specific role, responsibilities and accountabilities of the post as well as the skills and relevant competences required.

For Principal posts assign the academy to a Headteacher group which will determine the appropriate broad pay range. This should be done by calculating the total unit score for the school in accordance with paragraphs 5-8 of the STPCD.

For other leadership group posts, consider how the role fits within the wider leadership structure of the school. The pay range for a deputy or assistant Headteacher should only overlap the headteacher's pay range in exceptional circumstances

#### **Stage 2 – Setting the indicative pay range**

At this stage consider the complexity and challenge of the role in the particular context of the school and make a judgement on pay in the light of this. Note that current discretionary payments, such as allowances for recruitment and retention, permanent additional responsibilities (e.g. the provision of initial teacher training (ITT)), and long-term provision to other schools should be captured at this stage.

For Headteacher posts it is expected that normally conclude that the total unit score fully captures the complexity of the Headteacher role and that the relevant broad pay range accommodates appropriate levels of reward. To consider whether the indicative pay range should start at the minimum of the Headteacher group or whether to start at a higher level because of the level of challenge of the post.

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

There may, however, be circumstances in which there are additional factors that suggest the indicative pay range should be higher than would be provided by the basic calculation in stage 1. The following represent some examples of the additional factors that are considered:

- The context of challenge arising from pupils needs e.g. If there is a high level of deprivation in the community (Free School Meal (FSM) entitlement and/or English as an Additional Language indicators may be relevant) or there are high numbers of looked after children or children with special needs or there is a high level of in-year churn/pupil mobility, and this affects the challenge in relation to improving outcomes;
- A high degree of complexity and challenge e.g. accountability for multiple schools or managing across several dispersed sites, which goes significantly beyond that expected of any head teacher of similar-sized school(s) and it not already reflected in the total unit score used at stage 1;
- Additional accountability not reflected in stage 1 e.g. leading a teaching school alliance;
- Factors that may impede the school's ability to attract a field of appropriately qualified and experienced leadership candidates e.g. location; specialism; level of support from the wider leadership team

If circumstances warrant it, set the indicative pay range with a maximum of up to 25% above the top of the relevant Headteacher group range. Above that limit, external independent advice must be sought and, should the advice suggest additional payment is appropriate, a business case must be made and agreed by the Board of Directors.

Ensure that no double counting takes place, e.g. of things taken account of in stage 1, such as responsibility for an additional school already reflected in the total unit score; or from using overlapping indicators, such as FSM and the pupil premium.

No increase base pay nor pay an additional allowance for regular local collaboration which is part of the role of all headteachers.

For other leadership roles the process is broadly the same. To consider how the other leadership roles should be set in accordance with the level set for the headteacher and ensure that there is sufficient scope for progression.

At the end of this stage decide where in the broad range to position the indicative pay range and set this out clearly when advertise the job. Make an overall judgement on the position and breadth of range, allowing appropriate scope for performance-related progression over time, clearly linked to school improvement priorities and outcomes.

There is a clear audit trail for all decisions made and the reasoning behind them. These could include:-

Additional factors that need to be taken into account in determining the indicative pay range.

Consideration that it is appropriate to apply more weight to some factors than others, e.g. the level of social challenge; managing more than one school; difficulty in making a suitable appointment. For those factors which are not expected to persist, such as temporary responsibility for an additional school, these should be reflected through an allowance rather than consolidated into the indicative pay range.

Role so challenging that the pay range should extend above the maximum of the Headteacher group for the school.

Consideration whether there is any relevant benchmarking information available that would support judgment on whether the pay range is justifiable.

Opportunity for pay range to provide scope for performance-related progression over time.

Consideration for appropriate differential between the pay ranges for different leadership posts.

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

### **Stage 3 – Deciding the starting salary and individual pay range**

The first two stages provide the means for determining the appropriate pay range. The third stage is essentially about deciding on the starting salary for the individual who is to be offered the post.

At this stage preferred candidate for the role set the starting salary in the light of candidate-specific factors, such as the extent to which the candidate meets the specific requirements of the post. It will be important to ensure that there is scope for performance-related progression over time.

The expectation is that in most cases the pay range will be within the limits of the Headteacher group. However, in some cases, e.g. where there may be significant difficulty in making an appointment or there is a need to incentivize a head to take on responsibility for a very large school or to lead multiple large schools, it may be appropriate to consider extending the individual pay range.

The Board of Directors can in such cases decide that the maximum of the pay range may be above the maximum of the headteachers group, up to an additional 25%.

It should be wholly exceptional for the maximum of the pay range to be more than an additional 25% higher than the maximum of the headteacher group. If it is considered that there are exceptional circumstances that warrant an extension beyond the limit, a business case would be required. Obtain external independent advice from an appropriate person or body who can consider whether it is justifiable to exceed the limit in a particular case. There must be a clear audit trail for any advice given and a full and accurate record of all decisions made and the reasoning behind them.

### **Related Parties and other Connected Charities and Organisations**

The Company works in collaboration with The Girl's High School Academy and S. Peter's Collegiate Academy to offer further choice on courses. The Company also has strong collaborative links with local catholic schools and local learning communities.

## **Objectives and Activities**

### **Objects and Aims**

The principal object and aims of the Company are 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 Catholic schools offering a broad and balanced curriculum and conducted as Catholic Schools in accordance with the Code of Canon Law of the Latin Church from time to time and the doctrinal, social and moral teachings of the Catholic Church from time to time and following the directives and policies issued by the Diocesan Bishop to ensure that the formation, governance and education of the Academies is based on the principals of Catholic doctrine, and at all times serving as a witness to the Catholic faith in our Lord Jesus Christ.

### **Our Motto**

Learning and growing together in Christ.

### **Our Mission**

The Bishop Cleary Catholic Multi-Academy Company is part of the Church's mission, to make Christ known to all people - placing Christ and the teaching of the Catholic Church at the centre of all we do. We will strive for educational excellence, by growing in faith and understanding together:

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

### **Our Vision**

The Bishop Cleary Catholic Multi-Academy Company has a clear overarching vision:

- We aspire to provide outstanding teaching and learning for all our pupils
- We aim to work in partnership with each other to provide creative and innovative opportunities for all members of our multi-academy community
- We aim to carry out our work ethically, preparing pupils to make a valuable contribution for the common good in our wider, diverse society
- We aim to instil excellence in all we do, striving towards continuous improvement

### **Objectives, Strategies and Activities**

The main objectives for the year and the strategies for achieving them for each Academy are set out on the following pages.

### **Public Benefit**

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

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

### **St Michael's Catholic Primary Academy and Nursery - Key Objectives for the year 2015-16**

#### **Priority 1: ACHIEVEMENT**

- Accelerate pupils' progress and raise attainment for all groups of pupils and specifically those not achieving national expectations.
- Accelerate progress of Higher ability learners in Reading, Writing, Maths ensuring that these pupils make better than expected progress.

#### **Priority 2 : TEACHING & LEARNING**

**Ensure 100% Good & at least 40% Outstanding teaching across the school through:**

- Introduction of new Assessment system measuring progress against Age Related Expectations.
- Introduction of new pupil target tracking system to enable pupils to monitor their own progress through peer and self-assessment.
- Consistent use of assessment for learning strategies by all staff.
- Effective differentiation
- The pace of learning is not restricted by too much teacher talk or too little pupil activity.
- Accurate assessments ensure teaching meets the needs of all learners.
- New Coaching model developed

#### **Priority 3: BEHAVIOUR/ SMSC**

- Ensure statutory safeguarding policy & practices including new Prevent Policy are known, understood and implemented by all staff.
- Engage in wider opportunities across the MAC and City Deanery to enable children to further develop their faith and spiritual life in accordance with the Diocesan framework for Catholic Life.
- To further develop the spiritual & moral direction of the school's work to ensure good and outstanding provision in SMSC

#### **Priority 4: LEADERSHIP**

- Introduction of new Leadership model: Shared expertise across two Academies:
- New Executive Head in post to lead the strategic direction of the Academy in line with identified priorities.
- Head of School in post to lead the day to day core business of the Academy
- New Assistant Principal in post to lead coaching and mentoring ensuring CPD needs of individual staff are met in order to meet the needs of learners.
- Opportunities for all leaders to be involved in self review & findings used bring about improvements in all subject areas.
- Succession planning & the development of leaders at all levels is secured ensuring the school's leadership & management is outstanding in its capacity to secure improvement

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

### **SS Mary and John's Catholic Primary Academy - Key Objectives for the year 2015-16**

#### **Priority 1: Attainment and Achievement:**

##### **Review of 2015 / 2016: Self Evaluation Summary:**

- Leaders and Governors set high expectations for pupils and staff. Challenging Targets were set. These are reflected in staff performance management targets and SIP targets; As a result the overall % of Good teaching and Outstanding Teaching has continued to improve, with 100% of teaching now consistently Good and of this, 40% is consistently outstanding.
- The high expectations of behaviour are evident through the reduction in the rate of fixed term exclusions. Behaviour logs show a reduction in the number of reported incidences of pupils being moved to other classes to carry out their work. The shared and consistent approach has led to a culture of mutual respect and courtesy to others as evidenced in (Section 48 & Section 5 inspections).
- The Catholic Values & Virtues and British Modern Values are at the heart of all aspects of work within the Academy, as evidenced in all aspects of the school curriculum ,PSHE, Assemblies and the School Council. For example, the school council influenced the buying of specific curriculum resources to support learning in Mathematics.
- All members of staff are held to account for the effectiveness of their work in improving pupil outcomes through; ½ termly pupil progress meeting. Most pupils make good progress as evidenced in end of Key Stage 2 outcomes where progress met the floor standard progress targets in R, W, M.
- Senior leaders are consistently held to account for pupil outcomes by the Academy Committee and Board of Directors who provide further scrutiny and challenge. Evidenced in minutes of meetings.
- As a result of increased staffing, Intervention targeting PP children and those at risk of not reaching age expected targets, outcomes for pupils at the end of EYFS & Yr 1 Phonics have risen for the third year running, demonstrating a rising trend.
- Leaders have a relentless focus on securing the best outcomes for all pupils. This is evident in the effective use of Assessment information which has led to effective self- evaluation these have ensured interventions have a positive impact. Eg: Phonic Booster groups moving from 28% WA the standard to 86% WA the required standard.
- Curriculum opportunities ensure that pupils make good progress in core aspects of the curriculum. The curriculum is broad and balanced ensuring pupils' are able to develop life skills for example: 'My Money Week' where pupils learned about managing money and finances and during Internet Safety Week where children learned about managing a range of risks.
- Pupils have had opportunities to access a wider range of experiences to support learning; for example: Music workshops, theatre visits, visiting theatre companies, Science workshops, visits to museums and galleries. The Academy is now focussing on providing a wider range of after school activities for all pupils.
- Governors ensure effective use of the Sports Premium through rigorous challenge and decision making on the use of funding to support physical development across the school; eg: replacement of Gross Motor Static Equipment on both KS1 & KS2 playgrounds. The impact of expenditure is evidenced by the additional physical activity children are seen to be undertaking, beyond the PE lesson.
- The BCC MAC performance management / staff appraisal Policies recognise the relationship between effective performance and pay progression. There is a clear policy on rewarding effective practice and in ensuring on-going staff development. As a consequence we have a secure, well-motivated workforce who work hard to meet their challenging targets.
- The MAC structure also enables staff to gain experience / expertise across a number of settings within the company. For example; Peer to Peer coaching, shared leadership i.e Safeguarding & Attendance officers across the MAC.
- A planned programme of staff INSET and ongoing CPD, ensures teachers are able to continually improve their practice. CPD and additional training is closely linked to priorities and monitored for impact on outcomes for pupils.

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

- Parents and carers are supported by staff through curriculum workshops, family learning support and pastoral support for vulnerable families. As a result of the close liaison work with parents, attendance at assemblies and consultation events has risen from 50% to 80% attendance.
- Liaison with other stakeholders and outside agencies is highly effective for example multi agency support teams working together to support vulnerable children ensuring there is no under attainment by specific groups of pupils.
- Minutes of Academy Committee meetings show that Governors make decisions with regard to the expenditure of funding based on the evidence of the impact of actions taken; eg: Impact of employing an additional teacher in the EYFS resulted in GLD rising from 64% 2015 to 72% 2016.
- Governors ensure the budget is set in line with best value and key school improvement priorities. The budget is regularly monitored against Key performance indicators by the Board of Directors Audit, Finance and Risk Committee.
- Pupils have on-going planned opportunities to learn about and share the faiths of others and the views of those with no faith. Pupils take an active role in sharing their experiences, views, beliefs through assemblies. Curriculum theme days such as Diwali, Eid, Chinese New Year and visits eg The Gurdwara and visitors such as Life Charity, Cafod.
- The Governors ensure Safeguarding Practice is highly effective through robust policies, procedures and the employment of a skilled capable Safeguarding Lead. Governors have ensured that all staff have received up to core training and additional training including CSE, FGM, Prevent, Neglect, honour based violence and forced marriage.
- The Governor's access training through the LGA to ensure they have the collective skills, knowledge and expertise to carry out their statutory functions effectively.

### **Priority 2: Quality of Teaching, (Including Curriculum and Assessment)**

#### **Review of 2015 / 2016: Self Evaluation Summary:**

- Senior leaders demonstrate a pursuit of excellence in all their work and lead by example. The impact of actions are evidenced in Leadership logs; As a result of targeted coaching and mentoring by the Assistant Principal, Teaching & Learning has moved from 80% good / better to 100% good / better.
- Leaders' monitoring of lessons, books and pupil interviews indicate that staff have a secure knowledge and understanding of the curriculum for their year group and use information from on-going assessments to plan learning that meets the needs of all learners.
- Evidence from lesson observations indicates that lessons are lively and engaging, promoting a love of learning. Children are focused and on task and more resilient in approaching new or challenging tasks than previously seen.
- Monitoring of pupils' work shows the effective and detailed marking leading learning forwards. Peer and self-assessment are regular features across the cohorts, enabling pupils to become critical thinkers and self-improving learners.
- Parents are given regular opportunities to meet with staff to discuss their child's learning and progress. Parents are encouraged to attend curriculum workshops which are designed to enable them to support their children at home.
- The Academy has a wide, diverse community: Ethnically and culturally; which is recognised and celebrated through all aspects of the curriculum. Eg: Each year group learns about another major religion from around the world and key festivals / religious events are marked through special assemblies throughout the year.
- Attainment is low on entry and pupils make good progress from their starting points across the school. Pupils' needs are met through individualised learning plans. Attainment is below national at the end of KS1 and KS2 whilst progress is above floor standard at the end of key stage 2.
- Additional support for identified pupils has been provided in both English and Maths in order to ensure all pupils have the skills needed to access all areas of the curriculum.
- The Read Write Inc. phonics programme is taught robustly across EYFS and key stage 1 and also to pupils who still require intensive support at Key Stage 2 or new arrival pupils. The Year 1 phonic check outcomes show the effectiveness of the teaching of phonics, with 89% meeting the expected threshold.

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

- Opportunities for pupils to engage in a wider range of problem solving activities across the curriculum have been provided in order to encourage independence and study at a greater depth.
- On-going use of regular assessment information informs planning and directs support to those at risk of falling behind their peers.
- Targeted intervention is provided for both the least able and the most able pupils across Key Stages 1 and 2. For example small withdrawal groups in years 2 and 6 and challenge groups in years 3 and 5.
- As a result of school evaluation, identifying weaknesses in mathematical understanding, the introduction of a new model of teaching Mathematics through the 'Singapore Maths' approach was implemented into year 1 in September 2015. End of year assessments show the significant impact on learners and progress made was higher than in previous years. This has now been moved into year 2 and will continue to be driven forward year on year.

### **Priorities for 2016 / 2017**

- Ensure Quality of Teaching is consistently at: 100% Good and 50% Outstanding
- Embed AFL and the use of the tracking system
- Ensure effective succession planning;
- Improve quality of teaching in Mathematics

### **How these will be achieved:**

- Coaching and mentoring programme in place, identified lead practitioners working alongside identified staff in order to further develop quality of Teaching & Learning.
- Staff using Pupil Targets and achievement to inform planning. All staff to collaborate and to continue to moderate judgements and record on decimal tracking system.
- Initial Training in school for trainees; one ITT student & 1 PGCE student to train in situ; creating our own teachers for the future.
- Peer to Peer coaching. Whole staff INSET training on new models of teaching
- Revised timetabling ensuring coverage meets the needs of all learners
- Two additional p/t teachers to support targeted intervention programmes

### **Priority 3: Safeguarding / Attendance /Behaviour and Safety & Priority 4: Social Moral Spiritual Cultural (SMSC, including RE)**

- Robust teaching programme of key issues to develop pupils' knowledge, understanding and ability to make choices when faced with different personal and social issues. For example: Community Police delivered programme related to 'online safety' after which pupils raised concerns regarding some out of school use of social media; staff responded quickly and decisive action taken ensuring pupils were protected from potential harm.
- Teaching of the Catholic Virtues and Values linked to Modern British Values ensures all pupils are able to recognise right from wrong and make appropriate choices.
- Provision of internal mentoring and pastoral support for all pupils and especially for the most vulnerable pupils through Pastoral Lead and Pastoral Assistant, enabling school to respond immediately to any pastoral or welfare or safety concerns.
- Provision in school of mental health and emotional healthcare specialists providing Art Psychotherapy and Counselling to identified pupils enabling needs to be met in school.
- First day contact with families of pupils who are absent ensures robust action to support good attendance of pupils and support families who are facing difficulties in ensuring good attendance of their child.



# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

- School council voice of pupils is given a high priority and all pupils know that their opinion, feelings and needs are valued and that their voice is listened to. There is a child centered approach to all aspects of school work and life.
- Pupils demonstrate an eagerness to learn, lesson observations and pupil interviews evidence positive views and attitudes to learning.
- Pupils show great respect to each other, staff and visitors the recent Section 48 inspection evidenced the 'outstanding' politeness, respect and courtesy shown to each other and adults in all classes.
- Attendance is above national expectations and no groups of learners is disadvantaged through non-attendance. Persistent absence is rare and quickly addressed through Pastoral staff intervention with families.
- Marked improvements in the behaviour of pupils with specific emotional and behavioural needs is reflected by the reduction in the number of repeated fixed term exclusions.
- Parents have positive views of the behaviour, safety and well being of pupils as evidenced in responses to school questionnaires and parent view responses.
- Bullying is not tolerated and rapid intervention to address individual concerns prevents further escalation of any issues. Pupils feel that bullying is tackled positively by all members of staff and feel able to report their concerns confident that they will be dealt with swiftly and supported to form positive peer to peer relationships. Evidenced in OFSTED Jan. 2015
- The open door culture enables pupils and parents to know that pupils are safe and feel safe. Pupils have regular and robust opportunities to learn about and develop skills and knowledge to help them to keep themselves safe both in and out of school.
- Pupils are taught values and virtues, they know what is right and what is wrong and are able to make positive choices which will enable them to be responsible for their actions as good citizens.

### **Priorities for 2016/2017**

- Continue to develop knowledge and skills and expertise of Safeguarding
- Reduce absence rate of persistent absentees
- Further develop the Catholic life of the Academy.

### **How we will achieve these targets:**

- Increase number of staff trained as DSL's through a rolling programme of training.
- Set agenda item on all meetings; Staff INSET weekly; SLT weekly; Academy Committee ½ termly.
- Named Safeguarding Link Academy Representative to work alongside Safeguarding Lead.
- On-going planned CPD through relevant external & Internal Training and updates on a full range of issues.
- First day contact calls, home visits, use of legal powers to fine families sending clear, consistent message to all re: importance of regular attendance.
- More opportunities for pupils to lead the prayer life of the academy. Re-introduction of the role of the subject leader following MAC restructuring.
- Academy Link Representative to work alongside the subject leader to further develop the self-evaluation of the Academy's work.

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

### **SS Peter and Paul Catholic Primary Academy & Nursery- Key Objectives for the year 2015-16**

#### **Priority 1: Achievement**

Accelerate pupils progress and raise standards by:

- increasing levels of challenge in lessons so that greater proportions of pupils make more than expected progress in reading, writing, and mathematics
- making sure that weaknesses in pupils basic skills in mathematics, literacy and RE are strengthened to provide a secure base for learning
- KS2 at least 90% make expected progress in English and Maths
- 45% make better than expected progress across the school
- 75% meet national expectations in each cohort in English, maths and RE
- 100% HA pupils achieve mastery level across the school.
- EYFS
- 50% GLD

#### **Priority 2: Teaching and Assessment**

Improve teaching so that it is at least good in all classes by:

- ensuring teachers use observations of how well pupils are learning to reshape tasks, especially most able.
- Raising teachers expectations of what pupils are capable of doing
- increasing planned opportunities for pupils to contribute to their own learning by taking a greater role in checking their own work and that of others providing more adult guidance to improve learning
- 89% of teaching to be consistently good consistent evidence of feedback on learning being addressed by pupils

#### **Priority 3: Behaviour and Safety**

- Develop independent learning skills and provide opportunities for pupils to investigate and manage and direct their own learning across EYFS lesson observations and scrutiny evidences consistency of practice between Reception and Nursery
- Monitoring evidences weekly opportunity for pupils to solve problems, develop investigations and make choices in their learning across the school

#### **Priority 4: Leadership and Management**

Increase the impact of leadership and management on school improvement by:

- Making sure that teachers act more effectively on advice from checks on the quality of teaching to eliminate the remaining weakness in teaching
- Developing clear strategies for checking how well pupils are learning in the humanities and creative subjects
- Embed current practice

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

### **St Teresa's Catholic Primary Academy - Key Objectives for the year 2015-16**

#### **Priority 1: Attainment and Achievement**

##### **Priorities for 2016/ 2017**

- Improve outcomes for pupils at the end of KS1 and End of KS2
- Raise attainment of all pupils in Reading, Writing, Maths and EGSPP

##### **How we are going to achieve this:**

- Implement new reading scheme, Maths Scheme
- Provide quality first Teaching
- Implement robust planning for school improvement
- Target Setting with all staff regular reviews of progress towards targets
- Staff Training & CPD

#### **Priority 2: Quality of Teaching. (Including Curriculum and Assessment)**

- Senior leaders demonstrate a pursuit of excellence in all their work and lead by example. The impact of the actions taken are evidenced in Leadership logs; As a result of targeted support, Teaching & Learning moved from 50% good to 70% good. This continues to be a focus following more staffing changes.
- Leaders' monitoring of lessons, books and pupil interviews indicate that staff have a secure knowledge and understanding of the curriculum for their year group and use information from on-going assessments to plan learning that meets the needs of all learners.
- Evidence from lesson observations indicates that in the best lessons teaching and learning are lively and engaging, promoting a love of learning. Children are focused and on task and more resilient in approaching new or challenging tasks than previously seen.
- Monitoring of pupils' work shows that peer and self-assessment are not yet regular features across the cohorts, this is to be addressed to enable pupils to become critical thinkers and self-improving learners.
- Parents are given regular opportunities to meet with staff to discuss their child's learning and progress. Parents are encouraged to attend curriculum workshops which are designed to enable them to support their children at home.
- The Academy has a wide, diverse community: Ethnically and culturally; which is recognised and celebrated through all aspects of the curriculum. Eg: Each year group learns about another major religion from around the world and key festivals / religious events are marked through special assemblies throughout the year.
- Attainment is low on entry and pupils make good progress from their starting points across the school. Pupils' needs are met through individualised learning plans. Attainment is below national at the end of KS1 and KS2 whilst progress meets the floor standard at the end of key stage 2.
- Additional support for identified pupils has been provided in both English and Maths in order to ensure all pupils have the skills needed to access all areas of the curriculum.
- The Read Write Inc. phonics programme is taught robustly across EYFS and key stage 1 and also to pupils who still require intensive support at Key Stage 2 or new arrival pupils. The Year 1 phonic check outcomes show the effectiveness of the teaching of phonics, with 97% meeting the expected threshold.
- School Leaders have identified the teaching of mathematics and of reading as an area for further development. The subject leaders have begun to provided staff with comprehensive, robust CPD in order to further develop the quality of provision across the academy. This work continues.
- On-going use of regular assessment information informs planning and directs support to those at risk of falling behind their peers.
- Targeted intervention is provided for the least able pupils across Key Stages 1 and 2. For example small withdrawal groups in years 4 and 6.

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

- As a result of school evaluation, identifying weaknesses in mathematical understanding, the introduction of a new teaching programme was undertaken in June 2016. This is beginning to show improvement in the range and depth of work which will lead to improved outcomes for pupils.
- The quality of teaching, learning and assessment is in most cases, good as evidenced through self-evaluation, monitoring of teaching, learning and scrutiny of end of year outcomes for pupils.
- Outcomes for pupils in EYFS, Phonics at Year 1 are continuing to rise year on year this trend evidences the improving quality of provision and effectiveness of school actions to raise attainment and accelerate progress.
- Outcomes at the end of KS2 (2016) meet the floor standard in place for this new assessment framework. Progress of pupils from KS1 to KS2 was in line with national targets and the average scaled score outcomes for Reading, Maths and Spelling, Grammar & Punctuation at end of KS2, all met the expected score of 100.
- Leadership has significantly changed during 2015 / 2016 following re-structuring a new model of leadership is now in place. The Academy continues its attempts to recruit new leaders to substantive posts in 2016 / 2017
- Safeguarding procedures are robust and highly effective enabling staff to identify needs and concerns at an early stage and intervention is rapid in securing positive outcomes for pupils.
- Senior Leaders, teachers and pastoral staff work effectively with outside agencies to secure the best outcomes for all pupils including those with SEND and the most vulnerable pupils.
- Provision through carefully planned curriculum and enrichment activities ensures effective and comprehensive teaching, learning and practice of SMSC. The diverse school community is united in its beliefs and demonstration of the vision and values.
- Governance is strong and effective at implementing robust improvement plans, in evaluating effectiveness and impact of actions taken and of budgetary decisions to ensure positive outcomes for pupils. Governors provide effective challenge for all leaders and implement effective performance management processes as evidenced in minutes of meetings.

### **Priority 3: Safeguarding / Attendance / Behaviour and Safety and Priority 4: Social Moral Spiritual Cultural (SMSC, including RE)**

#### **Review of 2015 / 2016**

- Robust teaching programme of key issues to develop pupils' knowledge, understanding and ability to make choices when faced with different personal and social issues. For example: Community Police delivered programme related to 'online safety' after which pupils raised concerns regarding some out of school use of social media; staff responded quickly and decisive action taken ensuring pupils were protected from potential harm.
- Teaching of the Catholic Virtues and Values linked to Modern British Values ensures all pupils are able to recognise right from wrong and make appropriate choices.
- Provision of internal mentoring and pastoral support for all pupils and especially for the most vulnerable pupils through Pastoral Lead and Pastoral Assistant, enabling school to respond immediately to any pastoral or welfare or safety concerns.
- Provision in school of mental health and emotional healthcare specialists providing Art Psychotherapy and Counselling to identified pupils enabling needs to be met in school.
- First day contact with families of pupils who are absent ensures robust action to support good attendance of pupils and support families who are facing difficulties in ensuring good attendance of their child.
- School council voice of pupils is given a high priority and all pupils know that their opinion, feelings and needs are valued and that their voice is listened to. There is a child centered approach to all aspects of school work and life.
- Pupils demonstrate an eagerness to learn, lesson observations and pupil interviews evidence positive views and attitudes to learning.
- Pupils show great respect to each other, staff and visitors the recent Section 48 inspection evidenced the 'outstanding' politeness, respect and courtesy shown to each other and adults in all classes.

## **Bishop Cleary Multi Academy Company**

### **Trustees' Report (continued)**

- Attendance is above national expectations and no groups of learners is disadvantaged through non-attendance. Persistent absence is rare and quickly addressed through Pastoral staff intervention with families.
- Marked improvements in the behaviour of pupils with specific emotional and behavioural needs is reflected by the reduction in the number of repeated fixed term exclusions.
- Parents have positive views of the behaviour, safety and well being of pupils as evidenced in responses to school questionnaires and parent view responses.
- Bullying is not tolerated and rapid intervention to address individual concerns prevents further escalation of any issues. Pupils feel that bullying is tackled positively by all members of staff and feel able to report their concerns confident that they will be dealt with swiftly and supported to form positive peer to peer relationships. Evidenced in OFSTED Jan. 2015
- The open door culture enables pupils and parents to know that pupils are safe and feel safe. Pupils have regular and robust opportunities to learn about and develop skills and knowledge to help them to keep themselves safe both in and out of school.
- Pupils are taught values and virtues, they know what is right and what is wrong and are able to make positive choices which will enable them to be responsible for their actions as good citizens.

#### **Priorities for 2016 / 2017**

- Continue to develop knowledge and skills and expertise of Safeguarding
- Reduce absence rate of persistent absentees
- Further develop the Catholic life of the Academy.

#### **How we will achieve these aims:**

- Increase number of staff trained as DSL's through a rolling programme of training.
- Set agenda item on all meetings; Staff INSET weekly; SLT weekly; Academy Committee ½ termly.
- Named Safeguarding Link Academy Representative to work alongside Safeguarding Lead.
- On-going planned CPD through relevant external & Internal Training and updates on a full range of issues.
- First day contact calls, home visits, use of legal powers to fine families sending clear, consistent message to all re: importance of regular attendance.
- More opportunities for pupils to lead the prayer life of the academy. Re-introduction of the role of the subject leader following MAC restructuring.
- Academy Link Representative to work alongside the subject leader to further develop the self-evaluation of the Academy's work.

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

### **St. Edmund's Catholic Academy**

#### **Objectives for 2016-17 are:**

- Emphasis on tracking progress and intervention in KS3.
- Embed new GCSE number grades into Y7 to Y10 (Y11 for En and Ma) assessment.
- Develop content based SoW for all subjects in KS3 to service reformed GCSEs.
- Maintain strong KS4 performance in English, mathematics and RE
- Improve progress in KS4 in all Sciences, particularly Core Science, Additional Science and Biology
- Maintain progress standards in KS4 EBacc subjects: Languages and Geography.
- Improve progress in KS4 EBacc subjects: History and Computing
- Positive P8 measure will be supported by good progress in PE, Product Design, Art, Drama, Music, Business, Economics
- Raising the performance of Pupil Premium students to close gaps.
- Our more-able students make better than minimum expected progress,
- Ensure optimum performance from vulnerable groups in all subject areas.
- Tackle under-performance by subjects who performing below national in 2016
- Ensure middle and senior leadership structures provide effective monitoring, challenge and support for all subject areas
- Continue to drive up performance by the end of Y12, especially Mathematics, Sociology, Physics, Chemistry and IT
- Ensure consistent and effective monitoring of students' progress with appropriate challenge and support for middle leaders and teachers working with the sixth form
- Address under-performance in identified subjects in Year 12, emphasis on tracking ongoing progress and early intervention or remediation.
- Ensuring high expectations and continuously improving practice in all subjects leading to further improvement in overall attainment and progress.
- Raise expectations of student dispositions to learning and behaviour through consistent application of the CARE policy.
- Maintain high attendance through individual case monitoring.
- Prepare for S48 monitoring visit
- Grow our student Chaplaincy team, particularly in 6<sup>th</sup> form.
- 6<sup>th</sup> form Core RE has Catholic Citizenship basis in service to others, within St Edmund's and community out-reach
- Install physical, visible signs of our Catholicity inside school and the Peace Garden
- Develop ongoing internal CPD
- Ensure the curriculum is cohort specific to maximise progress of learners
- Ensure staffing is deployed to maximise progress and is financially prudent
- Increase recruitment to Y12 and retain into Y13
- Manage staffing in cases of long-term absence

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

### **Achievements and Performance**

The Achievement and Performance for each Academy are as follows:

### **St Michael's Catholic Primary Academy & Nursery Outcomes**

### **Achievements and Performance 2016**

**EYFS: 73% GLD**

**Year 1 Phonic Check: 84%**

**Year 2 Phonic Check / Re-Test: 80%**

### **End of KS1: 2016**

<b><u>Attainment</u></b>	<b><u>EXP+</u></b>	<b><u>EXC</u></b>
<b><u>Reading</u></b>	<b><u>71%</u></b>	<b><u>18%</u></b>
<b><u>Writing</u></b>	<b><u>71%</u></b>	<b><u>-</u></b>
<b><u>Maths</u></b>	<b><u>75%</u></b>	<b><u>4%</u></b>
<b><u>Sp. G P</u></b>	<b><u>71%</u></b>	<b><u>4%</u></b>
<b><u>RWM At EXP+</u></b>	<b><u>68%</u></b>	

### **St Michael's Catholic Primary Academy & Nursery end of KS2: 2016**

	<b><u>EXP+</u></b>	<b><u>EXC</u></b>	<b><u>Progress</u></b>
<b><u>Reading</u></b>	<b><u>72%</u></b>	<b><u>28%</u></b>	<b><u>0.6</u></b>
<b><u>Writing</u></b>	<b><u>83%</u></b>	<b><u>34%</u></b>	<b><u>0.5</u></b>
<b><u>Maths</u></b>	<b><u>72%</u></b>	<b><u>24%</u></b>	<b><u>1.1</u></b>
<b><u>Sp. G, P</u></b>	<b><u>83%</u></b>	<b><u>41%</u></b>	
<b><u>RWM at Expected or above</u></b>	<b><u>62%</u></b>	<b><u>17%</u></b>	

# Bishop Cleary Multi Academy Company

## Trustees' Report (continued)

### SS. Mary and John's Catholic Primary Academy

#### Priority 1: Attainment and Achievement:

#### End of Key Stage Outcomes 2015 / 2015:

END OF EYFS	2+ Actual	Exceeding (3)
Reading	82%	0
Writing	89%	0
Number	79%	14%
PSE	97%	0
CL	82%	0
% at GLD (2+)	72%	

PHONICS	<u>Actual</u>
<u>Y1</u>	<u>89%</u>
<u>Y2 retest</u>	<u>75%</u>

KS1 Outcomes	<u>Teacher Assessment</u>	<u>Test Outcomes</u>
Reading	<u>67%</u>	<u>45%</u>
Writing	<u>57%</u>	<u>:</u>
Maths	<u>60%</u>	<u>35%</u>
GPS	<u>65%</u>	<u>55%</u>

KS2 Outcomes	Teacher Assessment	Test	High Standard	Progress	Scaled Score
Reading	60%	60%	12%	-0.9	100
Writing	52%	64%	12%	-2.7	
Maths	52%	40%	8%	-2.4	100
GPS	64%		16%	<u>:</u>	101
RWM	36%		4%		



# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

### **St Edmund's Catholic Academy**

#### **Key Stage 3 attainment and progress 2016**

- English:
  - Level 5+/Grade 3+ 92%,
  - Level 6+/Grade 4+ 56%,
  - Level 7+/Grade 5+ 23%.
- Mathematics:
  - Level 5+/Grade 3+ 76%
  - Level 6+/Grade 4+ 46%,
  - Level 7+/Grade 5+ 23%.
  - Level 8+/Grade 6+ 6%

#### **Key Stage 4 attainment and progress 2016**

- 5A\* - C (inc E+M): 64%
- 5 A\* - C: 68%
- Attainment in English A\* - C: 73%
- Attainment in maths A\* - C: 1<sup>st</sup> entry 77%
- 3+ levels progress in English: 84% 4+ levels of progress 45%
- 3+ levels progress in maths 72%, 4+ levels of progress 31%.
- Capped Pts: Best 8: 317
- EBacc: 23%
- Catholic Bacc 27%
- Progress 8 score 0.04
- Average Attainment 8 Score 4.93
- Capped 8 VA 1011.8

#### **Post 16 attainment 2016**

- A\* - E: 100%
- A\* - B: 37%
- APS per entry: 31 (212)
- APS per student: 87 (592)

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

### **SS Peter and Paul Catholic Primary Academy & Nursery**

#### **End of Key Stage Outcomes 2015 / 2015:**

<b>END OF EYFS</b>	<b>2+ Actual</b>	<b>Exceeding (3)</b>
Reading	59%	4%
Writing	48%	0
Number	67%	4%
PSE	74%	4%
Speaking	59%	8%
Listening & Attention	74%	0
Understanding	70%	0
% at GLD (2+)	41%	

<b>PHONICS</b>	<b>Actual</b>
Y1	77%
Y2 retest	71%

<b>KS2 Outcomes</b>	<b>Teacher Assessment</b>	<b>Test</b>	<b>Progress</b>	<b>Scaled Score</b>
Reading	84%	56%	-1.7	98.8
Writing	84%	•	2.9	-
Maths	72%	60%	0.2	101.5
GPS	-	76%		103.6
RWM	36%			

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

### St Teresa's Catholic Primary Academy

#### End of Key Stage Outcomes 2016

<b>EYFS</b>	<b>2+ Actual</b>
<b>Reading</b>	<b>87%</b>
<b>Writing</b>	<b>70%</b>
<b>Number</b>	<b>83%</b>
<b>PSE</b>	<b>70%</b>
<b>CL</b>	<b>70%</b>
<b>GLD</b>	<b>77%</b>

#### PHONICS:

<b>Year 1</b>	<b>97%</b>
<b>Year 2 Check / re-test</b>	<b>100%</b>

#### 2016 Outcomes KS1

<b>End KS1</b>	<b>Teacher Assessment</b>	<b>Test</b>
<b>Reading</b>	<b>53%</b>	<b>40%</b>
<b>Writing</b>	<b>37%</b>	
<b>Maths</b>	<b>57%</b>	<b>36%</b>
<b>GPS</b>	<b>45%</b>	

<b>End KS2</b>	<b>Teacher Assessment</b>	<b>Test</b>	<b>Exceeding</b>	<b>Progress</b>	<b>Scaled Score</b>
Reading	75%	42%	0%	-2.4	98
Writing	67%	-	0%	-0.8	-
Maths	71%	54%	4%	-2.9	102
EGSpP	67%	63%	8%		99
RWM		33%			

# **Bishop Cleary Multi Academy Company**

## **Trustees' Report (continued)**

### **Going Concern**

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

### **Financial Review**

Most of the Company's income is obtained from the Education Funding Agency (EFA) in the form of recurrent grants. The use of which is restricted. The grants received from the EFA during the year ended 31 August 2016 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The Academy has a number of financial policies in place to ensure that it maintains and develops systems of financial control which confirm to the requirements of propriety, regularity and of sound financial management. These policies include: Financial Regulations, Fixed Asset, Gifts and Hospitality, Risk Management, Tendering, Whistle Blowing, Anti-Fraudulent and Corruption and Director Expenses Policy. The guidance and regulations laid out in the annual Financial Handbook is considered and implemented, as is the Company's Financial Scheme of Delegation.

### **Reserves Policy**

The Company will review the reserve levels annually in accordance with the requirements laid down in the Master Funding Agreement and by the Education Funding Agency. The level of general reserves (excluding the pension reserve and fixed asset funds) held at 31 August 2016 is £1,067,000.

### **Required Level of Reserves**

The Company will always ensure to stay within the EFA guidelines on levels and appropriate use of reserves in line with the Reserves Policy.

### **Investment Policy**

The Board is committed to ensuring that all funds under their control are managed in such a way as to maximise return whilst minimising risks in line with the Company's Investment Policy.

### **Principal Risks and Uncertainties**

The Board of Directors has a risk management policy and have created a Risk Register to identify and monitor the risks faced by the Company. The Risk register is available on the intranet for all Directors and Academy Representatives to view and monitor. The key areas identified are Strategic and Reputational, Operational, Organisational, Compliance and Financial. Policies and procedures have been developed and implemented to mitigate risks. The Risk Register is to be reviewed regularly by the Finance and Resources, Audit and Risk Committee.

The major risks to which the Academy is exposed as identified by the Directors have been reviewed and systems and procedures have been established to manage those risks. The internal controls which have been put in place are regularly reviewed and tested to ensure that there are appropriate. The Board review the Risk Register regularly that can be viewed by all Directors and Academy Representatives. It assesses business, strategic and educational risks and implements risk management strategies. The process involves identifying the types of the risk the Company faces, scoring and prioritising the risk in terms of their potential impact, assessing the likelihood of occurrence and identifying means of mitigating the risks. A risk register is maintained and reviewed by the Finance and Resources Audit and Risk Committee on a regular basis.

# **Bishop Cleary Multi Academy Company**

## Trustees' Report (continued)

### Plans for Future Periods

<b>St Michael's Catholic Primary Academy and Nursery</b>	
<b><u>Priority</u></b>	<b><u>Objectives 2016-2017</u></b>
<b><u>Outcomes for Pupils</u></b>	<ul style="list-style-type: none"> <li>• Raise pupil achievement in Mathematics &amp; Reading to ensure Key Stage Outcomes are above National averages .</li> <li>• Improve termly progress and outcomes for pupils in EYFS so that GLD is above 80%</li> <li>• Secure appropriate progress for SEN/PP pupils across the academy</li> </ul>
<b><u>Teaching, Learning &amp; Assessment</u></b>	<ul style="list-style-type: none"> <li>• Improve the overall quality of teaching to outstanding, so that pupils make excellent progress across the curriculum, by ensuring teachers consistently set work that is sufficiently demanding for all groups of pupils, including the most able.</li> <li>• Raise achievement in English &amp; Maths by ensuring open ended investigations / tasks link skills to real life across the curriculum / feedback moves learning on</li> </ul>
<b><u>Catholicity &amp; RE</u></b>	<ul style="list-style-type: none"> <li>• Further embed Diocesan Values and Virtues programme</li> <li>• Further opportunities for pupils to plan, deliver and evaluate collective worship</li> <li>• Establish new roles, responsibilities &amp; links with shared parishes</li> <li>• Further embed Termly Parish Masses</li> </ul>
<b><u>Leadership &amp; Management</u></b>	<ul style="list-style-type: none"> <li>• Effective subject leaders across all areas of responsibility regularly self review &amp; findings used bring about improvements in all subject areas</li> <li>• Further develop the role of link governors in monitoring and evaluation activities including Collective worship.</li> </ul>
<b><u>Personal Development, Behaviour &amp; welfare</u></b>	<ul style="list-style-type: none"> <li>• Continue to work closely with parents on the importance of e-safety, digital citizenship and the PREVENT agenda</li> <li>• Pupils have a wide range of opportunities to take on responsibilities &amp; show initiative to contribute to the curriculum, ethos and catholic life.</li> <li>• Develop opportunities to evidence knowledge and understanding of Modern British Values, Universal values and global issues.</li> <li>• MAC safeguarding audits reviewed regularly to inform the Leadership action plan.</li> </ul>

# Bishop Cleary Multi Academy Company

## Trustees' Report (continued)

### SS. Mary and John's Catholic Primary Academy

Priority	Objectives 2016-2017
<u>Outcomes for Pupils</u>	<ul style="list-style-type: none"> <li>• Raise pupil attainment at the end of KS2, in Reading, Writing and Mathematics to ensure Key Stage Outcomes are at least in line with National averages .</li> <li>• Raise attainment for pupils in KS1 to ensure end of KS1 outcomes are at least in line with National</li> <li>• Accelerate progress for SEND pupils across the academy to narrow the gap between SEND school and SEND nationally</li> </ul>
<u>Teaching, Learning &amp; Assessment</u>	<ul style="list-style-type: none"> <li>• Further Improve the overall quality of teaching to outstanding, so that pupils make excellent progress across the curriculum, by ensuring teachers consistently set work that is sufficiently demanding for all groups of pupils, including the most able.</li> <li>• Raise achievement in English &amp; Maths by ensuring pupils have opportunities throughout the curriculum to use, apply and further develop their knowledge and skills.</li> <li>• Provide more opportunities for pupils to use problem solving skills in a variety of contexts.</li> </ul>
<u>Catholicity &amp; RE</u>	<ul style="list-style-type: none"> <li>• Further embed the Diocesan Values and Virtues programme</li> <li>• Develop more opportunities for pupils to plan, deliver and evaluate collective worship</li> <li>• Establish new subject leadership roles and responsibilities</li> </ul>
<u>Leadership &amp; Management</u>	<ul style="list-style-type: none"> <li>• Embed the Effective use of monitoring by all subject leaders across to ensure that findings are used to bring about improvements in all subject areas</li> <li>• Further develop the role of link governors in monitoring and evaluation activities including Collective worship.</li> </ul>
<u>Personal Development, Behaviour &amp; welfare</u>	<ul style="list-style-type: none"> <li>• Continue to work closely with all members of the Academy Community to ensure robust safeguarding including digital safeguarding and e-safety.</li> <li>• Pupils to be given a wider range of opportunities to take on responsibilities &amp; show initiative to contribute to the curriculum, ethos and catholic life.</li> <li>• Develop opportunities to evidence knowledge and understanding of Modern British Values, Universal values and global issues.</li> <li>• MAC safeguarding audits reviewed regularly to inform the Leadership action plan.</li> </ul>

# Bishop Cleary Multi Academy Company

## Trustees' Report (continued)

St Edmund's Catholic Academy

<u>Priority</u>	<u>Objectives 2016-2017</u>
<u>Outcomes</u>	<ul style="list-style-type: none"> <li>• Maintain KS4 En and Ma outcomes above National in 2017</li> <li>• Improve progress in Science</li> <li>• All subjects support P8 measure by maximising progress of each student</li> </ul>
<u>Teaching, Learning &amp; Assessment</u>	<ul style="list-style-type: none"> <li>• Further Improve the overall quality of teaching to outstanding, so that students make excellent progress across the curriculum.,</li> <li>• Embed number GCSE graded assessment in KS3 and KS4</li> <li>• Moderate assessment to ensure standards are consistent</li> <li>• IV BTEC work and meet awarding body deadlines and standards.</li> <li>• OSCA train staff delivering BTEC L2 and L3 courses</li> <li>• Update KS3 SoW to service reformed GCSEs</li> </ul>
<u>Catholicity &amp; RE</u>	<ul style="list-style-type: none"> <li>• Implement reformed RE GCSE and A level specifications</li> <li>• Amend KS3 SoW to ensure continuity into KS4 PoS</li> <li>• Develop more opportunities for students to plan, deliver and evaluate collective worship and liturgy.</li> <li>• Make visible the Catholic life of the school, a legacy of the Year of Mercy.</li> <li>• Prepare for S48 monitoring visit</li> </ul>
<u>Leadership &amp; Management</u>	<ul style="list-style-type: none"> <li>• Embed the effective monitoring by all curriculum leaders to ensure that findings are used to bring about improvements in all subject areas.</li> <li>• Include Academy Representatives in QA of self-evaluation processes</li> <li>• Expand number of staff trained to safeguarding level 2.</li> <li>• Manage staffing during periods of staff absence to minimise risk to student outcomes; including leadership of Social Sc, 6th form and Humanities.</li> </ul>
<u>Personal Development, Behaviour &amp; welfare</u>	<ul style="list-style-type: none"> <li>• Continue to work closely with all members of St Edmund's community to ensure robust safeguarding of children.</li> <li>• Develop opportunities to evidence knowledge and understanding of Modern British Values, Gospel values, Catholic social teachings and global issues.</li> <li>• Support students pre- and post-transition with good IACG.</li> <li>• Embed employability skills references in day-to-day work; in class, out of class and WEx.</li> <li>• Ensure high attendance is maintained and intervention for those below 95%.</li> <li>• Monitor exclusions and reduce PP over-representation</li> </ul>
<u>Sixth-form</u>	<ul style="list-style-type: none"> <li>• Regular QA of all subjects to ensure high standards of progress</li> <li>• Early effective intervention to tackle underperformance</li> <li>• Retain Y12 into Y13</li> <li>• Robust and moderated end of Year 12 assessments.</li> <li>• Recruit at least 80 into Y12 2017</li> <li>• Involve more students in active Chaplaincy, NCS and community service.</li> <li>• Manage and support acting Ho6th.</li> </ul>

# Bishop Cleary Multi Academy Company

## Trustees' Report (continued)

SS Peter and Paul Catholic Primary Academy & Nursery

<u>Priority</u>	<u>Objectives 2016-2017</u>
<u>Outcomes for Pupils</u>	<ul style="list-style-type: none"> <li>• Raise pupil attainment at the end of KS2, in Reading, Writing and Mathematics to ensure Key Stage Outcomes are at least in line with National averages.</li> <li>• Raise attainment for pupils in KS1 to ensure end of KS1 outcomes are at least in line with National.</li> <li>• Accelerate progress for SEND pupils across the academy to narrow the gap between SEND school and SEND nationally.</li> </ul>
<u>Teaching, Learning &amp; Assessment</u>	<ul style="list-style-type: none"> <li>• Further improve the overall quality of teaching to outstanding, so that pupils make excellent progress across the curriculum, by ensuring teachers consistently set work that is sufficiently demanding for all groups of pupils, including the most able.</li> <li>• Raise achievement in English &amp; Maths by ensuring pupils have opportunities throughout the curriculum to use, apply and further develop their knowledge and skills.</li> <li>• Provide more opportunities for pupils to use problem solving skills in a variety of contexts.</li> </ul>
<u>Catholicity &amp; RE</u>	<ul style="list-style-type: none"> <li>• Further develop opportunities for teaching of MBV and Catholic Values and Virtues</li> <li>• Improve systems for monitoring the effectiveness of SMSCV</li> <li>• Further embed the Diocesan Values and Virtues programme</li> <li>• Develop more opportunities for pupils to plan, deliver and evaluate collective worship.</li> <li>• Establish new subject leadership roles and , responsibilities</li> </ul>
<u>Leadership &amp; Management</u>	<ul style="list-style-type: none"> <li>• Embed the Effective use of monitoring by all subject leaders across to ensure that findings are used to bring about improvements in all subject areas.</li> <li>• Further develop the role of link governors in monitoring and evaluation activities including Collective worship.</li> </ul>
<u>Personal Development, Behaviour &amp; welfare</u>	<ul style="list-style-type: none"> <li>• Continue to work closely with all members of the Academy Community to ensure robust safeguarding including digital safeguarding and e-safety.</li> <li>• Pupils to be given a wider range of opportunities to take on responsibilities &amp; show initiative to contribute to the curriculum, ethos and catholic life.</li> <li>• Develop opportunities to evidence knowledge and understanding of Modern British Values, Universal values and global issues.</li> <li>• MAC safeguarding audits reviewed regularly to inform the Leadership action plan.</li> </ul>
<u>EYFS</u>	<ul style="list-style-type: none"> <li>• Improve adult interaction to enhance language acquisition.</li> <li>• Develop greater opportunities for child centred learning</li> <li>• GLD meets national average (15-16 69%)</li> <li>• CLL indicators are improved upon from 2015-2016 outcomes</li> <li>• Planning and lessons observation evidence balanced proportion of child initiated, adult support and adult led activities</li> <li>• Discussion with pupils evidence understanding of their learning</li> </ul>



## **Bishop Cleary Multi Academy Company Trustees' Report (continued)**

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

The Academy does not hold such funds and does not act as the Custodian Trustees of any other charity.

### **Auditor**

In so far as the Directors are aware:

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

The auditors are appointed to a one year renewable contract on an annual basis, at the discretion of the Board, for up to a further three years.

Approved by order of the Board of Directors on 7 December 2016 and signed on their behalf by:

Signed on behalf of the Directors



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**Dr Christopher Walker**  
**Chair of Board of Directors**

# Bishop Cleary Multi Academy Company

## Governance Statement

### Scope of Responsibility

As Directors we acknowledge we have overall responsibility for ensuring that Bishop Cleary Catholic Multi Academy Company has an effective and appropriate system of control, financial and otherwise. However such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

The Board of Directors has delegated the day-to-day responsibility to the Principal Director, 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 Bishop Cleary Catholic Multi Academy Company and the Secretary of State for Education. The Principals are also responsible for reporting to the Board of Directors any material weaknesses or breakdowns in internal control.

### Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Directors has formally met 4 times during the year. Attendance during the year at meetings of the Board of Directors was as follows:

Director	Meetings Attended	Eligible Meetings
L Barrett	1	4
M Darmody	2	4
B J Dixon-Kent	2	4
J S Hanslip	3	4
M J M Hughes (Principal and Accounting Officer)	4	4
B Morton	4	4
P O'Hagan	1	4
M P Posiwnycz	3	4
A M Shorthouse	4	4
N Smallman	2	4
F R Tunney	4	4
L Visentin	2	4
C Walker (Chair)	4	4
R E Watkins	4	4

Trustees are aware of their responsibilities and have appointed an external Responsible Officer to carry out regular scrutiny of financial data. This is supported by regular reports to the Local Governing Bodies and main Board of Directors. The system of internal control aims to provide as much assurance as is reasonably possible (not absolute assurance) that assets are safeguarded, transactions are properly authorised and recorded and that material errors or irregularities are either prevented or can be detected promptly.

### Governance Reviews

All levels of Governance complete the skills matrix showing any areas of development or lack of expertise for Both Board of Directors and at local Academy Committees. The summary outcomes of such reviews are discussed at Board and Academy Committee meetings and appropriate actions put in place to address any shortfalls. For example, areas highlighted for further development for procurement training are discussed and the most appropriate ways to address such gaps considered.

## Bishop Cleary Multi Academy Company

### Governance Statement (continued)

The Finance and Resources Audit and Risk Committee is a sub-committee of the main Board of Directors. Its purpose is to focus on :-

- Strategic Financial management of budgets resources and services.
- Statutory Returns
- Financial Management
- Asset Management and Risk Management
- Company Finance Policies and guidance
- Policies for Charging and remissions
- 5 year Estate Management Plan
- Insurance

Financial year 2015/16 has concentrated in ensuring sound management of budgets, when facing restricted budgets and challenges of increasing costs. Develop sound systems of financial management with good practice and statutory policies in place and operational.

Director	Meetings Attended	Out of a Possible
J S Hanslip	1	3
M J M Hughes (Principal and Accounting Officer)	3	3
P O'Hagan	0	3
M P Posiwnycz	3	3
A M Shorthouse	3	3
L Visentin (appointed 10 December 2014)	0	3
C Walker (Chair)	2	3
R E Watkins	2	3

#### Review of Value for Money

As Accounting Office the Principal Director has responsibility for ensuring that the Multi Academy Company delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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

#### Improving educational results:

- Continuously reviewed levels of scrutiny at all levels of Governance and management, which put accountability for pupil achievement and progress at its core. In accordance with a common format, reported to the appropriate committee on targets and monitoring. Challenge on progress and outcomes for learners
- Maintain staffing structures of the five academies, creating shared posts and expertise to maximize benefits for the company and keeping within budgets.
- Track and monitor pupil premium learners and work towards closing gaps between learners of significant cohorts
- Ensuring Academies continue to meet the needs of their diverse community of learners with specific and individual learning, bespoke pathways and developmental achievement benchmarks for every child
- All learners have full access to an age-appropriate curriculum, which is enhanced by additional specialist strategies and interventions that focus on the specific needs for individuals

# **Bishop Cleary Multi Academy Company**

## **Governance Statement (continued)**

### Financial oversight and improved procurement

- Created financial policies to ensure best value for money, probity and transparency
- Achieved 'outstanding' in procedures and practices via external audit report for finances, governance, and personnel operations
- Continued to purchase as a Company on all services and goods to achieve maximum benefit on cost and provision
- Development IT support systems for communication and efficient practices
- Ensured the Board and its relevant committees received regular budget reports to promote challenge and scrutiny
- Enabled each academy to manage internally and collaboratively its budget commitments
- Committed to the exploration and generation of additional reliable revenue streams
- Successful capital bid in one Academy improving facilities and provision for learners

### **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 trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Bishop Cleary Catholic Multi Academy for the period 1 September 2015 – to 31 August 2016 and up to the date of approval of the annual report and financial statements.

### **Capacity to Handle Risk**

The Board of Directors has reviewed the key risks to which the Company is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Directors is of the view that there is a formal ongoing process for identifying, evaluating and managing the Company's significant risks that has been in place for the period 1 September 2015 to 31 August 2016 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Directors.

### **The Risk and Control Framework**

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Directors;
- regular reviews by the Finance and Resources, Audit and Risk 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.

## Bishop Cleary Multi Academy Company

### Governance Statement (continued)

The Business Director, Mrs Raj reports regularly to the Committee and presents financial reports.

Board of Directors appointed PKF Cooper Parry Group Limited as the Company's Auditors to carry out external audits. A detailed independent audit was also carried out by external local Auditors M3 Academy Audit & Consultancy Services Ltd and the performance was rated **outstanding** on systems and procedures in place for the Multi Academy.

M3 Academy Audit and Consultancy Services Ltd as the internal auditor's role includes giving recommendations on financial matters and performing a range of checks on the Multi Academy's financial systems. In particular the checks carried out in the current period included:

- Testing of payroll systems
- Testing of purchase systems
- Testing of control account/bank reconciliations

The Business Director's role includes giving advice on financial matters. On a termly basis, the Business Director reports to the Board of Directors, through the Finances and Resources and Audit and Risk Committee on the operation of the systems of control and on the discharge of the Board of Directors financial responsibilities.

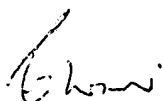
#### Review of Effectiveness

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

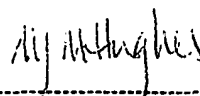
- The work of external auditors
- The financial management and governance self-assessment process
- The work of the Business Director and Principals within the Company who have responsibilities for the development and maintenance of the internal control framework
- The work of an independent audit visit undertaken by a local consultancy firm

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Resources, Audit and Risk Committee and plan to ensure continuous improvement of the systems in place.

Approved by order of the members of the Board of Directors on 7 December 2016 and signed on its behalf by:



Dr Christopher Walker  
Chair of Board of Directors



Margaret Hughes  
Accounting Officer

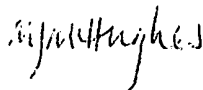
# **Bishop Cleary Multi Academy Company**

## **Statement of Regularity, Propriety and Compliance**

As accounting officer of Bishop Cleary Academy Trust, I have considered my responsibility to notify the academy trust Board of Trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2015.

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

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



**Margaret Hughes**  
**Accounting Officer**

**7 December 2016**

# **Bishop Cleary Multi Academy Company**

## **Statement of Trustees' Responsibilities**

The trustees (who act as governors of Bishop Cleary Multi Academy Company and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Annual Accounts Direction published by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2015 to 2016
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards [FRS 102] have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

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

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

Approved by order of the members of the board of trustees on 7 December 2016 and signed on its behalf by:



**Dr Christopher Walker**  
**Chair of Board of Directors**

# **Bishop Cleary Multi Academy Company**

## **Independent Auditor's Report on the Financial Statements to the Members of Bishop Cleary Multi Academy Company**

We have audited the financial statements of Bishop Cleary Multi Academy Company for the year ended 31 August 2016 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Academies Accounts Direction 2015 to 2016 issued by the Education Funding Agency.

This report is made solely to the Academy Trust's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Academy Trust'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 Academy Trust and its members as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of trustees and auditor**

As explained more fully in the Statement of Trustees' Responsibilities set out on page 39, the trustees (who are also the directors of the Academy Trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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

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

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



# **Bishop Cleary Multi Academy Company**

## **Independent Auditor's Report on the Financial Statements to the Members of Bishop Cleary Multi Academy Company (continued)**

### **Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Trust's affairs as at 31 August 2016, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2015 to 2016 issued by the Education Funding Agency.

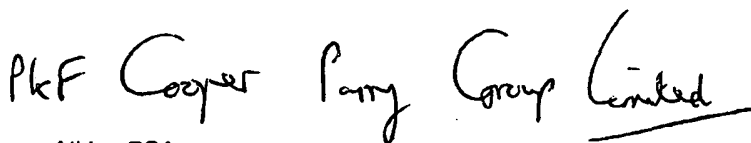
### **Opinion on other matter prescribed by the Companies Act 2006**

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

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

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

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



Simon Atkins FCA

Senior Statutory Auditor

for and on behalf of:

**PKF Cooper Parry Group Limited**  
**Statutory Auditors**  
**No.8 Calthorpe Road**  
**Edgbaston**  
**Birmingham**  
**B15 1QT**

**7 December 2016**

# **Bishop Cleary Multi Academy Company**

## **Independent Reporting Accountant's Assurance Report on Regularity to Bishop Cleary Multi Academy Company and the Education Funding Agency**

In accordance with the terms of our engagement letter dated 31 October 2016 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2015 to 2016, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Bishop Cleary Multi Academy Company during the period 1 September 2015 to 31 August 2016 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 Bishop Cleary Multi Academy Company and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Bishop Cleary Multi Academy Company and EFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Bishop Cleary Multi Academy Company and EFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of Bishop Cleary Multi Academy Company's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Bishop Cleary Multi Academy Company's funding agreement with the Secretary of State for Education and the Academies Financial Handbook, extant from 1 September 2015, 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 2015 to 2016. 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 2015 to 31 August 2016 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 2015 to 2016 issued by EFA. We performed a limited assurance engagement as defined in our engagement letter.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity. A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

## **Bishop Cleary Multi Academy Company**

### **Independent Reporting Accountant's Assurance Report on Regularity to Bishop Cleary Multi Academy Company and the Education Funding Agency (continued)**

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

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including high level financial control areas and areas assessed of presenting a higher risk of impropriety. We undertook detailed testing, based on our assessment of risk of material irregularity, where such controls, policies and procedures apply to classes of transactions. This work was integrated with our audit on the financial statements to the extent evidence from the conduct of that audit support the regularity conclusion.

#### **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 2015 to 31 August 2016 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



**Reporting Accountant**

**PKF Cooper Parry Group Limited  
Statutory Auditors  
No.8 Calthorpe Road  
Edgbaston  
Birmingham  
B15 1QT**

**7 December 2016**

# Bishop Cleary Multi Academy Company

## Statement of Financial Activities for the year ended 31 August 2016

### (including Income and Expenditure Account)

	Note	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2016 £000	Total 2015 £000
<b>Income and endowments from:</b>						
Donations and capital grants	2	3	-	700	703	580
Charitable activities:						
Funding for the academy trust's educational operations	3	-	9,144	-	9,144	9,415
Other trading activities	4	384	-	-	384	387
Investments	5	2	-	-	2	2
<b>Total</b>		<b>389</b>	<b>9,144</b>	<b>700</b>	<b>10,233</b>	<b>10,384</b>
<b>Expenditure on:</b>						
Raising funds		-	-	-	-	-
Charitable activities:						
Academy trust educational operations	6/7	(353)	(9,442)	(584)	(10,379)	(10,033)
Other						
<b>Total</b>		<b>(353)</b>	<b>(9,442)</b>	<b>(584)</b>	<b>(10,379)</b>	<b>(10,033)</b>
<b>Net Income / (expenditure)</b>		<b>36</b>	<b>(298)</b>	<b>116</b>	<b>(146)</b>	<b>351</b>
<b>Transfers between funds</b>	16	-	-	-	-	-
<b>Other recognised gains / (losses):</b>						
Actuarial (losses) / gains on defined benefit pension schemes	16,24	-	(2,001)	-	(2,001)	(219)
<b>Net movement in funds</b>		<b>36</b>	<b>(2,299)</b>	<b>116</b>	<b>(2,147)</b>	<b>132</b>
<b>Reconciliation of funds</b>						
Total funds brought forward		182	(2,610)	16,776	14,348	14,216
<b>Total funds carried forward</b>		<b>218</b>	<b>(4,909)</b>	<b>16,892</b>	<b>12,201</b>	<b>14,348</b>

# Bishop Cleary Multi Academy Company

## Balance Sheet as at 31 August 2016

Company Number 08578428

	Notes	2016 £000	2016 £000	2015 £000	2015 £000
<b>Fixed assets</b>					
Tangible assets	12		16,376		16,557
<b>Current assets</b>					
Stock		-	-	-	-
Debtors	13	394		270	
Cash at bank and in hand		1,821		1,788	
		<u>2,215</u>		<u>2,058</u>	
<b>Liabilities</b>					
Creditors: Amounts falling due within one year	14	<u>(622)</u>		<u>(603)</u>	
<b>Net current assets</b>			<u>1,593</u>		<u>1,455</u>
<b>Total assets less current liabilities</b>			<u>17,969</u>		<u>18,012</u>
Creditors: Amounts falling due after more than one year	15		<u>(10)</u>		<u>(22)</u>
<b>Net assets excluding pension liability</b>			<u>17,959</u>		<u>17,990</u>
Defined benefit pension scheme liability	24		<u>(5,758)</u>		<u>(3,642)</u>
<b>Total net assets</b>			<u>12,201</u>		<u>14,348</u>
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>					
Fixed asset fund	16	16,892		16,776	
Restricted income fund	16	849		1,032	
Pension reserve	16	<u>(5,758)</u>		<u>(3,642)</u>	
<b>Total restricted funds</b>			<u>11,983</u>		<u>14,166</u>
<b>Unrestricted income funds</b>	16		<u>218</u>		<u>182</u>
<b>Total funds</b>			<u>12,201</u>		<u>14,348</u>

The financial statements on pages 44 to 68 were approved by the trustees and authorised for issue on 7 December 2016 and are signed on their behalf by



**Dr Christopher Walker**  
Chair of Board of Directors

# **Bishop Cleary Multi Academy Company**

## **Statement of Cash Flows**

### **for the year ended 31 August 2016**

	Notes	2016 £000	2015 £000
<b>Cash flows from operating activities</b>			
Net cash provided by (used in) operating activities	20	(267)	575
<b>Cash flows from investing activities</b>	21	300	221
<b>Cash flows from financing activities</b>		-	-
<b>Change in cash and cash equivalents in the reporting period</b>		<b>33</b>	<b>796</b>
<b>Cash and cash equivalents at 1 September 2015</b>		<b>1,788</b>	<b>992</b>
<b>Cash and cash equivalents at 31 August 2016</b>	22	<b>1,821</b>	<b>1,788</b>

# Bishop Cleary Multi Academy Company

## Notes to the Financial Statements for the year ended 31 August 2016

### 1 Statement of accounting policies

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), judgements and key sources of estimation uncertainty, is set out below.

#### Basis of Preparation

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2015 to 2016 issued by EFA, the Charities Act 2011 and the Companies Act 2006.

Bishop Cleary Multi Academy Company meets the definition of a public benefit entity under FRS 102.

#### First time adoption of FRS 102

These financial statements are the first financial statements of Bishop Cleary Multi Academy Company prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102) and the Charities SORP 2015 (SORP 2015). The financial statements of Bishop Cleary Multi Academy Company for the year ended 31 August 2015 were prepared in accordance with previous Generally Accepted Accounting Practice ('UK GAAP') and SORP 2005. As a result of this first time adoption there has been a change in the way the pension costs are accounted for. A table has been prepared below to illustrate the impact.

Reconciliation of net expenditure	Notes	31 August 2015 £000
Net income/(expenditure) previously reported under UK GAAP		363
Change in recognition of LGPS interest cost	A	(12)
Net movement in funds reported under FRS 102		<u>351</u>

#### A – Change in recognition of LGPS interest cost

Under previous UK GAAP the trust recognised an expected return on defined benefit plan assets in income/expense. Under FRS 102 a net interest expense, based on the net defined benefit liability, is recognised in income/expense. There has been no change in the defined benefit liability at either 1 September 2014 or 31 August 2015. The effect of the change has been to increase the debit to expense by £12k and reduce the debit in other recognised gains and losses in the SoFA by an equivalent amount.

# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

### **Going Concern**

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

### **Income**

All incoming resources are recognised when the academy trust has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

- **Grants**

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 meeting any performance-related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

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

- **Donations**

Donations are recognised on a receivable basis (where there are no performance-related conditions) where the receipt is probable 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 academy trust has provided the goods or services.

### **Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.



# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

### **1 Statement of accounting policies (continued)**

- **Expenditure on Raising Funds**

This includes all expenditure incurred by the academy trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

- **Charitable Activities**

These are costs incurred on the academy trust's educational operations, including support costs and costs relating to the governance of the academy trust apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

### **Tangible Fixed Assets**

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. Where there are specific conditions attached to the funding requiring the continued use of the asset, 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 the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

• Long leasehold buildings	<b>2% (50 years)</b>
• Fixtures and fittings	<b>10% (10 years)</b>
• Computer equipment	<b>33.3% (3 years)</b>

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.

### **Liabilities**

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the academy trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

# **Bishop Cleary Multi Academy Company**

# **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

## **1 Statement of accounting policies (continued)**

### **Provisions**

Provisions are recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

### **Leased Assets**

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

### **Taxation**

The academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by part 11, chapter 3 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.

### **Pensions Benefits**

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes.

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 trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 29, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

### **1 Statement of accounting policies (continued)**

The LGPS is a funded scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit 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 the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

#### **Fund Accounting**

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

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

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Education Funding Agency/Department for Education.

#### **Critical accounting estimates and areas of judgement**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

#### ***Critical accounting estimates and assumptions***

The academy trust makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

### **1 Statement of accounting policies (continued)**

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 29, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2013 has been used by the actuary in valuing the pensions liability at 31 August 2016. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

### **2 Donations and capital grants**

	<b>Unrestricted Funds £000</b>	<b>Restricted Funds £000</b>	<b>Total 2016 £000</b>	<b>Total 2015 £000</b>
Capital grants	-	700	700	557
Other donations	3	-	3	23
	<u>3</u>	<u>700</u>	<u>703</u>	<u>580</u>

The income from donations and capital grants was £703,000, of which £3,000 was unrestricted (2015: £23,000), £nil was restricted (2015: £nil) and £700,000 was restricted fixed assets (2015: £557,000).

# Bishop Cleary Multi Academy Company

## Notes to the Financial Statements for the year ended 31 August 2016 (continued)

### 3 Funding for the Academy Trust's educational operations

	Unrestricted Funds £000	Restricted Funds £000	Total 2016 £000	Total 2015 £000
<b>DfE / EFA grants</b>				
. General Annual Grant (GAG)	-	8,032	8,032	8,175
. Other DfE/EFA grants	-	793	793	941
. Repayment of EFA GAG deficit	-	(10)	(10)	-
	<u>-</u>	<u>8,815</u>	<u>8,815</u>	<u>9,116</u>
<b>Other Government grants</b>				
. Local authority grants	-	228	228	192
. Special educational projects	-	59	59	28
	<u>-</u>	<u>287</u>	<u>287</u>	<u>220</u>
<b>Other income from the academy trust's educational operations</b>				
	-	42	42	79
	<u>-</u>	<u>9,144</u>	<u>9,144</u>	<u>9,415</u>

The funding for the Academy Trust's educational operations in 2015 of £9,415,000 was all restricted.

### 4 Other trading activities

	Unrestricted Funds £000	Restricted Funds £000	Total 2016 £000	Total 2015 £000
Hire of facilities	12	-	12	22
School trips	29	-	29	21
Catering Income	265	-	265	254
Other income	78	-	78	90
	<u>384</u>	<u>-</u>	<u>384</u>	<u>387</u>

The income from other trading activities in 2015 of £387,000 was all unrestricted.

### 5 Investment income

	Unrestricted Funds £000	Restricted Funds £000	Total 2016 £000	Total 2015 £000
Short term deposits	2	-	2	2
	<u>2</u>	<u>-</u>	<u>2</u>	<u>2</u>

The investment income received in 2015 of £2,000 was all unrestricted.

# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

### **6 Expenditure**

	<b>Staff Costs £000</b>	<b>Non Pay Expenditure</b>		<b>Total 2016 £000</b>	<b>Total 2015 £000</b>
		<b>Premises £000</b>	<b>Other £000</b>		
Academy's educational operations:					
. Direct costs	5,955		841	6,796	6,704
. Allocated support costs	1,250	432	1,821	3,581	3,329
	<u>7,205</u>	<u>432</u>	<u>2,662</u>	<u>10,379</u>	<u>10,033</u>

Net income/(expenditure) for the period includes:

	<b>2016 £000</b>	<b>2015 £000</b>
Operating lease rentals	22	23
Depreciation	583	590
Fees payable to auditor for:		
- audit	10	18
- other services	-	-

# Bishop Cleary Multi Academy Company

## Notes to the Financial Statements for the year ended 31 August 2016 (continued)

### 7 Charitable activities

	Total 2016 £000	Total 2015 £000
Direct costs – educational operations	6,796	6,704
Support costs – educational operations	3,583	3,329
	<u>10,379</u>	<u>10,033</u>

Analysis of support costs	Educational operations £000	Total 2016 £000	Total 2015 £000
Support staff costs	1,250	1,250	1,331
Depreciation	584	584	590
Technology costs	64	64	81
Recruitment and support	2	2	22
Maintenance of premises and equipment	200	200	251
Cleaning	22	22	18
Rent & rates	42	42	61
Heat & light	125	125	117
Insurance	33	33	46
Security and transport	10	10	11
Catering	473	473	349
Other support costs	563	563	235
FRS102 pension finance cost	136	136	131
Governance costs	79	79	86
<b>Total support costs</b>	<u>3,583</u>	<u>3,583</u>	<u>3,329</u>

The expenditure on charitable activities was £10,379,000 (2015: £10,033,000), of which £353,000 was unrestricted (2015: £373,000), £9,442,000 was restricted (2015: £9,070,000) and £584,000 was restricted fixed assets (2015: £590,000).

# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

### **8 Staff**

#### **a. Staff costs**

Staff costs during the period were:

	<b>Total 2016 £000</b>	<b>Total 2015 £000</b>
Wages and salaries	5,670	5,820
Social security costs	383	356
Operating costs of defined benefit pension schemes	774	845
	<b>6,827</b>	<b>7,021</b>
Supply staff costs	310	241
Staff restructuring costs	68	10
	<b>7,205</b>	<b>7,272</b>
Staff restructuring costs comprise:		
Redundancy payments	-	-
Severance payments	68	10
Other restructuring costs	-	-
	<b>68</b>	<b>10</b>

#### **b. Non statutory/non-contractual staff severance payments**

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £68,450 (2015: £9,500). Individually, the payments were: £1,450, £13,500, £24,000 and £29,500.

#### **c. Staff numbers**

The average number of persons employed by the academy during the period was as follows:

	<b>2016 No.</b>	<b>2015 No.</b>
Teachers	81	91
Administration and support	108	114
Management	18	17
	<b>206</b>	<b>223</b>



# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

### **8 Staff (continued)**

#### **d. Higher paid staff**

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2016 No.	2015 No.
£60,001 - £70,000	4	2
£70,001 - £80,000	1	1
£80,001 - £90,000	1	0

#### **e. Key management personnel**

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £1,063,949 (2015: £1,102,681).

### **9 Related Party Transactions – Trustees' remuneration and expenses**

One or more trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The principal and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment.

The value of trustees' remuneration and other benefits was as follows:

#### **M Hughes (principal and director):**

Remuneration £70,000 - £75,000 (2015: £70,000 - £75,000)

Employer's pension contributions paid £10,000 - £15,000 (2015: £5,000 - £10,000)

#### **J Hanslip:**

Remuneration £65,000 - £70,000 (2015: £55,000 - £60,000)

Employer's pension contributions paid £10,000 - £15,000 (2015: £5,000 - £10,000)

#### **N Smallman:**

Remuneration £60,000 - £65,000 (2015: £40,000 - £45,000)

Employer's pension contributions paid £5,000 - £10,000 (2015: £5,000 - £10,000)

#### **L Barrett:**

Remuneration £25,000 - £30,000 (2015: £25,000 - £30,000)

Employer's pension contributions paid £0 - £5,000 (2015: £0 - £5,000)

During the period ended 31 August 2016, travel and subsistence expenses totalling £976 were reimbursed or paid directly to three trustees (2015: £1,150 to four trustees).

# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

### **10 Central Services**

No central services were provided by the trust to its academies during the period and no central charges arose. All central costs are directly allocated to the Academies.

### **11 Trustees and officers insurance**

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim. The cost of this insurance is included in the total insurance cost.

### **12 Tangible fixed assets**

	Leasehold Land and Buildings £000	Fixtures and fittings £000	Computer Equipment £000	Total £000
<b>Cost</b>				
At 1 September 2015	16,873	159	733	17,765
Additions	319	20	64	402
Disposals				
At 31 August 2016	<u>17,192</u>	<u>179</u>	<u>797</u>	<u>18,167</u>
<b>Depreciation</b>				
At 1 September 2015	686	31	491	1,208
Charged in year	340	20	223	583
Disposals				
At 31 August 2016	<u>1,026</u>	<u>51</u>	<u>715</u>	<u>1,791</u>
<b>Net book values</b>				
At 31 August 2015	16,187	128	242	16,557
At 31 August 2016	<u>16,166</u>	<u>128</u>	<u>82</u>	<u>16,376</u>

# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

### **13 Debtors**

	<b>2016</b>	<b>2015</b>
	<b>£000</b>	<b>£000</b>
Trade debtors	7	10
VAT recoverable	41	59
Other debtors	270	109
Prepayments	76	92
	<b>394</b>	<b>270</b>

### **14 Creditors: amounts falling due within one year**

	<b>2016</b>	<b>2015</b>
	<b>£000</b>	<b>£000</b>
Trade creditors	176	71
Other taxation and social security	127	113
Other creditors	19	23
Accruals and deferred income	300	396
	<b>622</b>	<b>603</b>

<b>Deferred Income</b>	<b>2016</b>	<b>2015</b>
	<b>£000</b>	<b>£000</b>
Deferred income at 1 September 2015	42	104
Released from previous years	(42)	(104)
Resources deferred in the year	104	42
Deferred Income at 31 August 2016	<b>104</b>	<b>42</b>

Deferred income at the year end is in relation to grant monies received in advance for Universal Free School Meals and Capital Funding, and upfront payments made for trips that took place after the year end.

### **15 Creditors: amounts falling due in greater than one year**

	<b>2016</b>	<b>2015</b>
	<b>£000</b>	<b>£000</b>
Other creditors	10	22
	<b>10</b>	<b>22</b>

Included within other creditors are the following loans totalling £10,222 from the EFA which are provided on the following terms:

- £5,111, repayable over two years with repayments starting in September 2017, 1.48% interest.
- £5,111, repayable over two years with repayments starting in September 2017, 1.48% interest.

# Bishop Cleary Multi Academy Company

## Notes to the Financial Statements for the year ended 31 August 2016 (continued)

### 16 Funds

	Balance at 1 September 2015 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2016 £000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	1,032	8,032	(8,215)	-	849
Other DfE/EFA grants	-	464	(464)	-	-
Pupil Premium	-	648	(648)	-	-
Other grants	-	-	-	-	-
Pension reserve	(3,642)	-	(115)	(2,001)	(5,758)
	<b>(2,610)</b>	<b>9,144</b>	<b>(9,442)</b>	<b>(2,001)</b>	<b>(4,909)</b>
<b>Restricted fixed asset funds</b>					
DfE/EFA capital grants	656	700	-	-	1,356
Donated assets	9,642		(419)	-	9,223
Assets on conversion	6,478		(165)	-	6,313
	<b>16,776</b>	<b>700</b>	<b>(584)</b>	<b>-</b>	<b>16,892</b>
<b>Total restricted funds</b>	<b>14,166</b>	<b>9,844</b>	<b>(10,026)</b>	<b>(2,001)</b>	<b>11,983</b>
<b>Total unrestricted funds</b>	<b>182</b>	<b>389</b>	<b>(353)</b>	<b>-</b>	<b>218</b>
<b>Total funds</b>	<b>14,348</b>	<b>10,233</b>	<b>(10,379)</b>	<b>(2,001)</b>	<b>12,201</b>

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

#### Restricted general funds

The balance of £849k on the restricted general funds will be used for educational purposes in accordance with the restrictions attached to the funding.

The Pension reserve of £5,758k (overdrawn) represents the Academy Trust's share of the deficit in the West Midlands Pension Fund.

#### Restricted fixed asset funds

The restricted fixed asset funds relate predominantly to the assets acquired on conversion to an Academy Trust, being the properties.

#### Unrestricted funds

The unrestricted funds represent the surplus generated by the trust on activities for generating funds.

# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

### **Total funds analysis by academy**

Fund balances at 31 August 2016 were allocated as follows:

	<b>Total 2016 £000</b>	<b>Total 2015 £000</b>
St Edmunds Catholic Academy	611	619
SS Peter and Paul Catholic Primary Academy and Nursery	61	200
St Michael's Catholic Primary Academy and Nursery	141	136
St Teresa's Catholic Primary Academy	112	127
SS Mary and John's Primary Academy	142	132
<b>Total before fixed assets and pension reserve</b>	<b>1,067</b>	<b>1,214</b>
Restricted fixed asset fund	16,892	16,776
Pension reserve	(5,758)	(3,642)
<b>Total</b>	<b>12,201</b>	<b>14,348</b>

### **Total cost analysis by academy**

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

	<b>Teaching and Educational Support Staff Costs £000</b>	<b>Other Support Staff Costs £000</b>	<b>Educational Supplies £000</b>	<b>Other Costs (excluding Depreciation) £000</b>	<b>Total 2016 £000</b>	<b>Total 2015 £000</b>
St Edmunds Catholic Academy	3,146	840	176	1,110	5,272	5,121
SS Peter and Paul Catholic Primary Academy and Nursery	838	112	36	339	1,325	1,145
St Michael's Catholic Primary Academy and Nursery	625	100	53	249	1,027	999
St Teresa's Catholic Primary Academy	608	94	39	261	1,002	1,020
SS Mary and John's Primary Academy	739	104	48	278	1,169	1,158
<b>Academy Trust</b>	<b>5,956</b>	<b>1,250</b>	<b>352</b>	<b>2,237</b>	<b>9,795</b>	<b>9,443</b>

# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

### **17 Analysis of net assets between funds**

Fund balances at 31 August 2016 are represented by:

	<b>Unrestricted Funds £000</b>	<b>Restricted General Funds £000</b>	<b>Restricted Fixed Asset Funds £000</b>	<b>Total Funds £000</b>
Intangible fixed assets				
Tangible fixed assets	-	-	16,376	<b>16,376</b>
Current assets	240	1,449	526	<b>2,215</b>
Current liabilities	(22)	(600)	-	<b>(622)</b>
Non-current liabilities	-	-	(10)	<b>(10)</b>
Pension scheme liability	-	(5,758)	-	<b>(5,758)</b>
<b>Total net assets</b>	<b>218</b>	<b>(4,909)</b>	<b>16,892</b>	<b>12,201</b>

### **18 Capital commitments**

	<b>2016 £000</b>	<b>2015 £000</b>
Contracted for, but not provided in the financial statements	<b>407</b>	<b>320</b>

### **19 Commitments under operating leases**

#### **Operating leases**

At 31 August 2016 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	<b>2016 £000</b>	<b>2015 £000</b>
Amounts due within one year	<b>22</b>	<b>23</b>
Amounts due between one and five years	<b>27</b>	<b>49</b>
Amounts due after five years	-	-
	<b>49</b>	<b>72</b>

# Bishop Cleary Multi Academy Company

## Notes to the Financial Statements for the year ended 31 August 2016 (continued)

### 20 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2016 £000	2015 £000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(146)	351
Adjusted for:		
Depreciation [note 12]	583	590
Capital grants from DfE and other capital income	(700)	(557)
Interest receivable [note 6]	(2)	(2)
Defined benefit pension scheme cost	115	148
(Increase)/decrease in stocks	-	8
(Increase)/decrease in debtors	(124)	110
Increase/(decrease) in creditors	7	(73)
<b>Net cash provided by / (used in) Operating Activities</b>	<b>(267)</b>	<b>575</b>

### 21 Cash flows from investing activities

	2016 £000	2015 £000
Dividends, interest and rents from investments	2	2
Proceeds from sale of tangible fixed assets		
Purchase of intangible fixed assets		
Purchase of tangible fixed assets	(402)	(338)
Capital grants from DfE/EFA	700	557
Capital funding received from sponsors and others		
<b>Net cash provided by / (used in) investing activities</b>	<b>300</b>	<b>221</b>

### 22 Analysis of cash and cash equivalents

	At 31 August 2016 £000	At 31 August 2015 £000
Cash in hand and at bank	1,821	1,788
Notice deposits (less than 3 months)	-	-
<b>Total cash and cash equivalents</b>	<b>1,821</b>	<b>1,788</b>

# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

### **23 Members liability**

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

### **24 Pension and similar obligations**

The academy trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by the West Midlands Pension fund. Both are multi-employer defined benefit schemes

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2013.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

### **Teachers' Pension Scheme**

#### **Introduction**

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

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



# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

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

#### **Valuation of the Teachers' Pension Scheme**

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

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

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

The employer's pension costs paid to TPS in the period amounted to £539,845 (2015: £488,994).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

Under the definitions set out in FRS 102, 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.

# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

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

#### **Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2016 was £525,000 (2015: £420,000), of which employer's contributions totalled £423,000 (2015: £321,000) and employees' contributions totalled £102,000 (2015: £99,000). The agreed contribution rates for future years are 21.47 percent for employers and for employees:

Up to £13,600	5.5%
£13,601 and up to £21,200	5.8%
£21,201 and up to £34,400	6.8%
£43,501 and up to £60,700	8.5%

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.

<b>Principal actuarial assumptions</b>	<b>At 31 August 2016</b>	<b>At 31 August 2015</b>
Rate of increase in salaries	3.75%	4.15%
Rate of increase for pensions in payment/inflation	2.0%	2.4%
Discount rate for scheme liabilities	2.2%	4.0%
Inflation assumption (CPI)	2.0%	2.4%

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

	<b>At 31 August 2016</b>	<b>At 31 August 2015</b>
<i>Retiring today</i>		
Males	23.1	23.0
Females	25.8	25.6
<i>Retiring in 20 years</i>		
Males	25.3	25.2
Females	28.1	28.0

# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

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

The academy trust's share of the assets in the scheme were:

	<b>Fair value at 31 August 2016 £000</b>	<b>Fair value at 31 August 2015 £000</b>
Equities	934	517
Government bonds	108	63
Other bonds	134	87
Property	126	73
Cash/liquidity	101	43
Other	169	79
<b>Total market value of assets</b>	<b>1,572</b>	<b>862</b>

The actual return on scheme assets was £212,000 (2015: £27,000).

### **Amount recognised in the statement of financial activities**

	<b>2016 £000</b>	<b>2015 £000</b>
Current service cost (net of employee contributions)	(402)	(338)
Net interest cost	(136)	(134)
Benefit changes, gain/(loss) on curtailment and gain/(loss) on settlement	-	-
<b>Total operating charge</b>	<b>(538)</b>	<b>(472)</b>

### **Changes in the present value of defined benefit obligations were as follows:**

	<b>2016 £000</b>	<b>2015 £000</b>
<b>At 1 September</b>	<b>(4,504)</b>	<b>(3,690)</b>
Current service cost	(402)	(338)
Interest cost	(181)	(156)
Employee contributions	(102)	(100)
Actuarial (gain)/loss	(2,168)	(221)
Benefits paid	27	-
<b>At 31 August</b>	<b>(7,330)</b>	<b>(4,504)</b>

# **Bishop Cleary Multi Academy Company**

## **Notes to the Financial Statements for the year ended 31 August 2016 (continued)**

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

#### **Changes in the fair value of academy's share of scheme assets:**

	<b>2016 £000</b>	<b>2015 £000</b>
<b>At 1 September</b>	<b>862</b>	<b>415</b>
Interest income	45	25
Return on plan assets (excluding net interest on the net defined pension liability)	167	2
Actuarial gain/(loss)	-	-
Employer contributions	423	321
Employee contributions	102	99
Benefits paid	(27)	-
<b>At 31 August</b>	<b>1,572</b>	<b>862</b>

### **25 Related party transactions**

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

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 10.