

Bishop Cleary Catholic Multi Academy Company

Annual Report and Financial Statements Year ended 31 August 2018

**(A Company Limited by Guarantee)
Company Registration Number: 08578428 (England and Wales)**



Bishop Cleary Catholic Multi Academy Company

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Bishop Cleary Catholic Multi Academy Company

Reference and Administrative Details

Members: **The Founder Member, The Barberi Newman Foundation**

Trustees:

M Crisp (appointed 10.05.2018)
M Darmody (Vice Chair)
B J Dixon-Kent (resigned 04.12.2017)
A Fones (Staff Director)
J S Hanslip (Principal Director) ** (resigned 31.08.2018)
S McHale (Principal Director)** Appointed 01.09.2018
M J M Hughes (Principal and Accounting Officer)**(retired 31.08.2018)
M Hazeldine (Principal and Accounting Officer)** Appointed 01.09.2018
C Mergen (appointed 21.12.2017)
M P Posiwnycz **
C Pugh (appointed 16.03.2018)
R Rose (Staff Director)
A M Shorthouse **
F R Tunney
C Walker (Chair) **
R E Watkins **

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

Company Secretary G Hogan

Business Director B Raj

Senior Management Team 1

- Principal S McHale
- Vice Principal L Bradley

Senior Management Team 2

- Principal J Hanslip
- Assistant Principal C Dawes

Senior Management Team 3

- Principal M Pitcher
- Assistant Principal T Picken

Senior Management Team 4

- Principal J Byrne
- Acting Vice Principal J Morgan

Bishop Cleary Catholic Multi Academy Company

Reference and Administrative Details (continued)

Senior Management Team 5

- | | |
|---|--|
| <ul style="list-style-type: none">• Principal• Principal• Business Director• Assistant Principal• Senior Assistant Principal• Senior Assistant Principal• Assistant Principal - Director of Safeguarding• Assistant Principal - Director of English• Assistant Principal - Director of RE• Assistant Principal - Director of Behaviour | M Hughes (Retired 31.08.2018)
M Hazeldine (Appointed 01.09.2018)
B Raj
M Train (resigned 31.08.2018
A Letheren (appointed 01.09.2018)
S Wilcox
E Gibbons
G Higham
P Katumba
J Buckle |
|---|--|

Company Registration Number

08578428 (England and Wales)

Independent Auditors

PKF Cooper Parry Group Limited
One Central Boulevard
Blythe Valley Business Park
Solihull
West Midlands
B90 8BG

Bankers

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

Solicitors

Howes Percival LLP
Nene House
4 Rushmills
Northampton NN4 7YB

Bishop Cleary Catholic 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 2017 to 31 August 2018. 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 1773 in the school census on October 2018.

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 and St. Edmund's Catholic Academy.

Details of Directors who served throughout the year are included in the Reference and Administrative Details on page 3-4.

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 Catholic 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.

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. The Directors are appointed by the members reflecting their skill set.

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.

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.

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, Principal/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.

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

Quality and Performance Core Function	People and Organisation Core Function	Finance and Resources/Audit and Risk Core Function
<p>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.</p>	<p>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.</p>	<p>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.</p>
<ul style="list-style-type: none"> • Evaluation of Standards and Performance • Data Tracking and Analysis • Individual Academy and MAC Improvement Planning • Policies for Teaching and Learning • Policies for Curriculum and Assessment and Safeguarding • Attendance and Behaviour • Monitoring and Self Evaluation • Performance Management of the individual Principals. 	<ul style="list-style-type: none"> • Personnel Policies and Procedures • Safeguarding • Corporate Health and Safety • Premises Management • Staffing Structure Across the MAC (shared posts) • Leadership formation and development, succession planning. 	<ul style="list-style-type: none"> • 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, • Estate Management Plans • Insurance

Bishop Cleary Catholic 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. The Pay Policy is agreed annually by the Board of Directors. National documents such as the NJC (National Joint Council) and STPCD (School Teachers Pay and Conditions document) are taken into consideration. An appointments panel of the Board is responsible for key appointment of key management positions with the attendance from the Diocese.

Trade Union facility time

Bishop Cleary Catholic Multi Academy Company does not have any formal agreements with any trade unions under a facilities agreement.

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
2	196

Percentage of time spend on facility time

Percentage of time	Number of employees
0%	
1-50%	2
51-99%	
100%	

Percentage of pay bill spend on facility time

The two internal secondary school staff meet informally with the Principal 6 times a year for a maximum period of 1 hour during normal school working time, to identify and address any concerns or general update.

Related Parties and other Connected Charities and Organisations

The Company works in collaboration with local secondary providers to offer further choice on courses at 6th form. The Company also has strong collaborative links with local Catholic schools and local learning communities.

Bishop Cleary Catholic Multi Academy Company

Trustees' Report (continued)

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:

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 as follows:

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

St Michael's Catholic Primary Academy and Nursery - Review of Improvement Priorities in 2017 - 18

<u>Priority Area</u>	<u>Objectives 2017 -18</u>	<u>Review & Outcome July 2018</u>
<u>Outcomes for Pupils</u>	<ul style="list-style-type: none"> • Improve the attainment of boys at KS1 • Improve the percentage attaining at GD in reading and writing at KS1 • Increase the percentage of pupils making expected progress in writing and maths at KS2 • Increase attainment in maths at greater depth across the school. • Improve the percentage of pupils making expected and better than expected progress across the school 	<p>ACHIEVED :KS1 Outcomes above National %</p> <p>ACHIEVED</p> <p>NOT ACHIEVED</p> <p>PARTIALLY ACHIEVED</p> <p>PARTIALLY ACHIEVED</p>
<u>Teaching, Learning & Assessment</u>	<ul style="list-style-type: none"> • Improve the overall quality of teaching to outstanding, so that pupils make excellent progress across the curriculum. <p><u>Raise achievement in English & Maths by ensuring:</u></p> <ul style="list-style-type: none"> • Open ended investigations / tasks link skills to real life across the curriculum. • Ensuring feedback on learning moves learning on effectively in their work • Computing :- Curriculum units requiring new or better hardware to be taught in all classes. (Programming, databases) 	<p>PARTIALLY ACHIEVED as evidenced in internal and external monitoring and reports.</p> <p>PARTIALLY ACHIEVED as evidenced in internal and external monitoring and report</p> <p>ACHIEVED</p>
<u>Catholicity & RE</u>	<ul style="list-style-type: none"> • Develop the teaching of RE to ensure it is all outstanding by raising teacher expectations, especially of higher ability pupils. • Improve the analysis of the performance of different groups of children in order to improve the attainment and progress of RE within, between and at the end of each key stage. • Ensure self-evaluation drives school improvement in RE at all levels from directors to classroom practitioners. 	<ul style="list-style-type: none"> • NOT ACHIEVED: 100% good, 25% outstanding. • ACHIEVED - reported at governors meetings • PARTIALLY ACHIEVED. Ongoing

Bishop Cleary Catholic Multi Academy Company

Trustees' Report (continued)

<u>Leadership & Management</u>	<ul style="list-style-type: none"> Governors to further develop a more rigorous monitoring programme in order to establish a culture of challenge and be able to hold leaders to account. Develop innovative ways to deliver the curriculum to provide exciting opportunities for investigation, problem solving and independence. 	<ul style="list-style-type: none"> ACHIEVED: Impact of good governance leadership seen in SIA visit Summer 18. PARTIALLY ACHIEVED: Further work to be done with new staff 18-19
<u>Personal Development, Behaviour & welfare</u>	<ul style="list-style-type: none"> Further develop citizenship & British Values through links with senior citizens and World Religion education. Pupils have a wide range of opportunities to take on responsibilities & show initiative to contribute to the curriculum, ethos and catholic life. Continue to provide outstanding pastoral support, early intervention and Safeguarding for all pupils and staff. 	<ul style="list-style-type: none"> ACHIEVED for world religions ACHIEVED: Impact noted in SEF ACHIEVED: Impact noted in safeguarding audits

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

<u>St Michael's Catholic Primary Academy & Nursery</u>	
<u>School Development & Improvement Plan 2018-2019</u>	
<u>Priority</u>	<u>Success criteria</u>
<p>1 <u>Outcomes</u></p> <p>Improve percentage of pupils attaining national expectations in core subjects at KS 2</p> <p>Ensure boys attain as well as girls in writing and GPS</p> <p>At least 75% of pupils achieve a GLD at end of FS</p> <p>Continue to improve outcomes for SEND pupils</p>	<p><u>KS2</u></p> <p>RWM above 75% (GDS 28%)</p> <p>Reading above 75%</p> <p>Writing above 78% (Boys = 80%+, Girls = 80%+)</p> <p>Writing at Greater Depth = 20% (B 21% , G = 20%)</p> <p>GPS above 78% (Boys = 80%+, Girls = 80%+)</p> <p>Maths above 77% (GDS 21%+)</p> <p><u>KS1</u></p> <p>RWM above 70%</p> <p>KS 1 at greater depth =20%</p> <p>Boys Writing at Expected = 69% , G = 71%</p> <p>Boys writing at Exceeding = 18%, G = 21%</p> <p>SEND pupils attain at least in line with the national average.</p>
<p>2 <u>Teaching Learning and Assessment</u></p> <p><u>Develop curriculum to:</u></p> <p>Continue to provide greater opportunity to practise maths and literacy in another context and consolidate core skills</p> <p>Provide high prominence of key language across all curriculum areas</p> <p>Ensure teachers are confident in delivering a bespoke curriculum that challenges all pupils promoting greater depth of study.</p> <p>Continue to gain consistency in the effectiveness of teachers marking and feedback on learning to move learning on quickly</p> <p>Continue to improve teaching for SEND pupils so that activities provide appropriate challenge and encourage more independent working</p>	<p>Evidence in books shows pupils have regular opportunity to use and apply their english & maths skills across the curriculum and in real- life problem solving situations.</p> <p>Planning, teaching and assessment shows that pupils are regularly exposed to technical, subject specific and ambitious language.</p> <p>Teachers consistently set work that develops mastery for all groups of pupils, including the Most able & SEND.</p> <p>Progress within lesson and from one lesson to another shows teachers use effective AfL strategies to move learning on.</p> <p>Practitioners working with SEND pupils actively encourage independence and thinking skills.</p>

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

3	<p><u>Leadership and Management</u> Develop a skills based curriculum to allow greater opportunity for open -ended investigation and promote limitless learning for all pupils. Develop leadership in Science Develop skills of English lead to become a moderator</p>	<p>Curriculum review and revision further promotes challenge across all subjects to ensure challenge, cross curricular consolidation of skills and mastery.</p> <p>Further opportunity for Science leader to share good practice, evaluate Teaching & Learning & us ethis develop assessment and scientific enquiry.</p> <p>English lead to attend to Moderator training & then shadow a moderator in May 2019. New moderator skills to be disseminated across the MAC.</p>
4	<p><u>Personal Development, Behaviour and Welfare</u> Develop independence skills to enable pupils to make choices and develop their learning Further develop opportunities for pupils to take on responsibilities & show initiative contributing to the curriculum, ethos and catholic life.</p>	<p>School Councillors and prefects develop and manage an action plan which focuses on school improvement and charity. Regular evidence of pupil voice, and decision making regarding the curriculum, Catholic Life and working of the school.</p>
5	<p><u>EYFS</u> Improve overall outcomes at GLD with particular emphasis on communication and language.</p>	<p>-Staff development on developing language in Early Years. -Regular intervention for those below ARE in communication & Language. -More than 70% of pupils at End Of EYFS achieve 2+ in CL.</p>
6	<p><u>RE & Catholic Life</u> To develop teaching and learning in RE so that it is consistently good in all year groups and 75% of teaching is outstanding.</p>	<p>-Lesson observations, work in books & termly assessments shows that teaching in RE is at least good. At least 80% of pupils make good or better progress in AT1 & AT2. New teaching staff to complete the DES Catholic Teaching CPD.</p>

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

SS Mary and John's Catholic Primary Academy - Review of 2017 / 2018: Self Evaluation Summary:

<u>Priority Area</u>	<u>Objectives 2017 -18</u>	<u>Review & Outcome July 2018</u>
<u>Outcomes for Pupils</u>	<p>Narrow the attainment gap in Reading, Writing, Maths, at the end of each year group, close the gap between school and National outcomes.</p> <p>85% of pupils in each year group to make at least expected progress from their starting point.</p>	<p>Partially Achieved: Improved outcomes in 2017 at end of KS1 & KS2 from 2016 outcomes. Still lower than National but gap closing</p>
<u>Teaching, Learning & Assessment</u>	<p>100% of Teaching to be consistently Good</p> <p>50% of Teaching to be consistently outstanding</p> <p>Embed Assessment for Learning</p> <p>Further develop the curriculum and the quality of Teaching in Mathematics across each year group</p>	<p>Achieved; Confirmed through regular internal monitoring and by SIP Summer Term 2018</p> <p>Achieved AFL is used in class by teachers to alter teaching to meet the needs of pupils.</p> <p>Achieved: Maths No Problem & White Rose Maths Hub methods of Teaching / Programmes of Study have improved the quality of provision across years 1 to 6</p>
<u>Catholicity & RE</u>	<p>Develop the role of the Link Governor ensure that Governors have a clear understanding of the quality of provision and outcomes for pupils (Attainment and Progress in RE)</p> <p>Further develop opportunities for children to plan, prepare and deliver Liturgies and reflections / daily acts of worship.</p>	<p>Achieved: Evidenced in minutes of meetings</p> <p>Achieved : Pupils are engaged in leading aspects of collective worship within the Academy. This is to be further extended through the introduction of Liturgy Leaders.</p>
<u>Leadership & Management</u>	<p>Develop secure succession plan with effective CPD for leaders at all levels</p>	<p>Partially Achieved: On-going staffing changes across the company affect intended plans</p>

<u>Personal Development, Behaviour & welfare</u>	<p>Reduce the number of persistent absentees</p> <p>Reduce the number of pupils who arrive late each day</p> <p>Ensure staff at all levels have high quality CPD in all aspects of Safeguarding / Behaviour / Welfare</p>	<p>Achieved: Reduced from 2016/2017</p> <p>Partially achieved, a small number of pupils continue to arrive late each day, these families have specific difficulties impacting on their ability to arrive on time.</p> <p>Achieved</p>
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SS. Mary and John's Catholic Primary Academy
Improvement Plan 2018 / 2019

Priority	Aims	Success Criteria
Improvement Priority 1: Effectiveness of Leadership and Management :	<p>Ensure that new middle leaders are effectively supported by senior leaders and together, Leaders and Managers at all levels, secure the highest standards and maintain these in all aspects of the work of the Academy.</p> <p>Ensure that all Leaders drive school improvement through strategic and focused improvement plans.</p> <p>Ensure that all members of the Academy community are clear about the role they have in bringing about improved outcomes for all pupils.</p> <p>Ensure all pupils make at least good progress in all aspects of learning and in their individual personal and spiritual development.</p> <p>Increase the monitoring cycle of the Academy Committee, ensuring all staff are held to account for raising standards.</p>	<p>Leadership and Management at all levels is outstanding and standards of attainment and progress are at least in line with National for all learners.</p>

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

<p>Quality of Teaching, Learning and Assessment</p>	<p>Ensure that the quality of teaching is consistently good across all year groups and raise the proportion of consistently outstanding practice across the Academy.</p> <p>Develop the coaching and mentoring system to share best practice internally.</p> <p>Ensure that there is consistent practice across the Academy in the time provided for pupils to respond to the comments teachers make about their work in all lessons.</p> <p>Ensure pupils are provided with more opportunities to use and apply their mathematical skills in real-life problem solving tasks.</p> <p>Ensure that there is a consistent challenge in tasks, particularly for the most able in all subjects.</p> <p>Further develop pupils' ability to develop and use their inference and deduction skills in reading.</p> <p>Further develop pupils' acquisition of a wider range of vocabulary and the use of this within their writing.</p> <p>Improve pupils' spelling ability to accelerate progress in writing.</p>	<p>100% of all teaching is judged to be good.</p> <p>40% of all teaching is judged to be consistently outstanding</p> <p>AFL is secure in all year groups and used effectively to plan opportunities that enable children to make good progress in learning.</p> <p>Outcomes for pupils are in line with National outcomes.</p>
<p>Personal Development, behaviour and welfare</p>	<p>Ensure provision for Safeguarding, Behaviour and well -being are consistently OUTSTANDING;</p> <p>Ensure all pupils are well equipped to be successful and are able to contribute positively to life in Modern Britain.</p> <p>Ensure all pupils are able to demonstrate independence and resilience in their learning</p> <p>Ensure all pupils are able to understand and demonstrate Catholic Virtues and Values in all aspects of work and life in / out of school.</p> <p>Ensure all policies and procedures provide effective and robust safeguarding of pupils and ensure the needs of the most vulnerable are at the heart of all work carried out in the Academy.</p>	<p>Safeguarding ensures the safety and well being of all pupils.</p> <p>Pupils are happy and engaged in their learning, pupils have the skills needed to secure future learning, reaching national age expected outcomes.</p> <p>Pupils demonstrate the core values in their daily lives.</p> <p>All vulnerable pupils are safe and supported to achieve well.</p>

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

<p>Outcomes for pupils</p>	<p>Improved outcomes for pupils in every cohort increasing the % of pupils reaching age related expectations in Reading, Writing, SpGP and Maths by the end of the year.</p> <p>Improved outcomes for pupils by the end of EYFS; increasing the % of pupils at a GLD by the end of EYFS, especially the attainment of boys.</p> <p>Increased number of Pupils exceeding age related expectations in Reading, Writing, SpGP and Maths by the end of the year.</p> <p>Improved outcomes for pupils with SEND, narrowing the gap between attainment of SEND pupils and peers nationally.</p> <p>Reduced attainment gap between PP and non PP pupils in all subjects.</p> <p>Ensure all pupils make good progress from their individual starting points in all R,W,M,SpGP</p>	<p>Attainment at the end of year, for all pupils, in line with National Average, age expected outcomes.</p> <p>No significant differences in the progress of different groups of learners.</p> <p>Attainment for pupils with SEND shows at least good progress from their individual starting points.</p>
<p>Early Years Foundation Stage</p>	<p>Further embed planned opportunities for child initiated learning in all aspects of the EYFS curriculum.</p> <p>Provide additional challenge to the more able in all aspects of the EYFS curriculum</p> <p>Develop the use of the outdoor environment to provide greater opportunities for learning.</p> <p>Develop concrete opportunities for mathematical development, raising attainment in mathematics especially in key concept of number.</p> <p>Improve outcomes for boys in all areas of the EYFS curriculum.</p> <p>Extend EYFS provision by opening a nursery</p>	<p>Outcomes for all groups of learners is in line with National end of EYFS outcomes.</p> <p>Outcomes for Boys in line with Outcomes for Girls at the end of EYFS</p> <p>Outcomes in Mathematical Development are in line with Outcomes for CLLD</p> <p>Nursery in operation and providing quality first early learning experiences for children.</p>

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

<p>Catholic Life and Religious Education</p>	<p>Ensure that Governors have a clear understanding of attainment and progress in RE</p> <p>Increase opportunities for whole school spiritual development</p> <p>Develop the role of staff and pupil Prayer Leaders</p> <p>Further develop subject knowledge for non-specialist staff</p> <p>Ensure the effective leadership and monitoring of RE and Catholic life by all stakeholders (Subject lead, Governors, staff, pupils, parents)</p> <p>Ensure consistent and accurate assessment of attainment and progress in RE</p>	<p>Governors have a clear understanding of attainment and progress in RE</p> <p>Pupils able to describe their own Spiritual Development in evaluations of Liturgy / Mass / Prayer Life / Vocational work / Pastoral programme.</p> <p>Prayer Leaders play an active role in the day to day life of the Academy</p> <p>Non specialist staff confident in teaching subject specific themes</p> <p>Assessment is accurate</p>
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SS Peter and Paul Catholic Primary Academy & Nursery- Key Objectives for the year 2017-18

Priority	2017-18 Objectives	<u>Review and Outcome</u>
<p><u>Outcomes</u></p>	<p>Improve outcomes in:</p> <ul style="list-style-type: none"> • EYFS - Language and communication and percentage achieving GLD. • KS2 reading especially for pupil premium pupils and girls • Raise pupil attainment at the end of KS 1 and 2, in Reading and Writing to ensure outcomes are at least in line with National averages. • Raise attainment of GDS for pupils in KS1 to ensure end of KS1 GDS outcomes are at least in line with National. 	<p>Achieved +12.5% CLL; +19% GLD</p> <p>Achieved - above national</p> <p>Partially Achieved: Writing KS1 +8%, KS2 +6% Reading KS1 +22%, KS2 +1%</p> <p>Partially Achieved - GDS evidenced in each subject and moderated as such. Increase in maths, maintained in reading and writing.</p>

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

<p><u>Teaching and Assessment</u></p>	<p>Rapidly eliminate the remaining inconsistencies in the quality of teaching to improve learning in reading, writing and mathematics by:</p> <ul style="list-style-type: none"> • increasing the accuracy of teacher assessment so that learning activities are closely matched to pupils' learning needs • widening pupils' understanding of vocabulary for use in their wider learning • Providing greater challenge for most able pupils • Provide more opportunities for pupils to explain their reasoning across the wider curriculum 	<p>Achieved: 100% good teaching , 25% outstanding (SIA visits, HMI Visit and in internal monitoring.)</p>
<p>Personal Development, Behaviour and Welfare (Including SMSCV and RE)</p>	<ul style="list-style-type: none"> • Increase attendance 96.2% (2016-17 95.8%) • Reduce percentage of persistent absenteeism to below national average • Pupils to be given a wider range of opportunities to take on responsibilities and show initiative to contribute to the curriculum, ethos and catholic life. • Further develop citizenship & British Values through links with senior citizens and World Religion education. • Meet the requirements for mental health regulations coming in to legislation Dec 2017 	<p>Achieved - 96.2% Attendance</p> <p>Achieved - 3% 17-18 (N 8%)</p> <p>Achieved</p> <p>Achieved</p>
<p>Leadership and Management</p>	<ul style="list-style-type: none"> • 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. • Evidence improvements to respond to suggestions outlined in governance review. • Further develop the role of link governors in monitoring and evaluation activities including Collective worship. 	<p>Achieved: Impact of current Leadership and Management evidenced in LA Audit/ Governance Review and in Summer SIA report.</p>

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

<ul style="list-style-type: none"> GLD narrows gap with national average 	Achieved +19%
<ul style="list-style-type: none"> CLL indicators are improved upon from 2016-2017 outcomes 	Achieved +12.5%
<ul style="list-style-type: none"> Planning and lessons observation evidence balanced proportion of child initiated, adult support and adult led activities 	Achieved

<u>SS Peter and Paul Catholic Primary Academy & Nursery</u>	
<u>School Improvement Plan Priorities 2018-2019</u>	
Priority	Success criteria
1 <u>Outcomes</u> Increase % GDS across subjects KS1 and KS2 classes Maintain positive progress measures in all subjects. Continue to remain above national attainment in Mathematics. To raise standards for PP children in mathematics Increase attainment further in writing to be in line with national at both KS1 and 2 Further improved outcomes at EYFS	<u>GDS KS1</u> 12% Reading and Writing 16% Mathematics <u>GDS KS2</u> 25% Reading 21% Writing and Mathematics 80% EXS in mathematics @ KS1+2 Gap between PP and xPP closes in Y3,5 and 6 70% EXS in writing @ KS1 78% EXS in writing @ KS2 <u>EYFS</u> At least 65% of pupils achieve a GLD and 8% Exceeding in areas of writing, reading, CLL, Number and PSED

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

<p>2</p>	<p><u>Teaching Learning and Assessment</u></p> <p>Further improve quality of teaching through more rigorous and timely feedback, increased triangulation activities of books, voice of learners and moderation</p> <p>To continue to improve the accuracy of half termly assessments across subjects including RE at all phases.</p> <p>Skilled differentiation ensures increased % of greater depth standard in reading, writing, maths and RE.</p> <p>To conduct a curriculum review to ensure needs of each cohort are met through planned opportunities.</p> <p>Roll out progression in language across wider curriculum Provide high prominence of key language across all curriculum areas</p> <p>Further develop 'Wider Curriculum' assessment</p>	<p>100% GOOD or better teaching .</p> <p>Standardisation records demonstrate challenge and regular change of working trios.</p> <p>Progress within lesson and from one lesson to another shows AfL strategies that move learning on.</p> <p>Teachers consistently set work that challenges pupils to achieve greater depth standard</p> <p>Skills maps evidence coverage and leadership reports demonstrate curriculum adaptations and progression in language.</p> <p>Progression in language is planned across the curriculum and evidenced in books and voice surveys.</p> <p>Assessment data for each subject including performance of PP chn reported to Curriculum Standards Committee.</p>
<p>3</p>	<p><u>Leadership and Management</u></p> <p>Increase impact of all levels of leadership and develop evidence base to prove impact</p> <p>Enhanced coordination of SEND provision for all pupils on register and those of concern.</p> <p>Improved accountability of teachers/teaching assistants</p> <p>To further improve the impact of Governance on standards</p>	<p>Leadership reports updated following management time and indicate impact</p> <p>Audit of SEN informs action plan.</p> <p>Termly SEND progress log updated and reported, termly link governor meeting</p> <p>Evidence demonstrates progress against targets. In year meetings are effective and documented as driving school improvement</p> <p>Governance action plan aligns with SIP and induction handbook is revised to reflect practice for this year.</p>

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

5	<p><u>EYFS</u> Increase GLD by responding to termly data analysis impacting on planning, provision and outcomes</p> <p>Increase proportion of children reaching exceeding in prime areas</p> <p>Developing outdoor area impacts on outcomes in CLL, Writing and PD</p>	<p>Intervention for those below shows accelerated progress. 65% GLD 6% achieving 3 in identified areas</p> <p>Data demonstrates at least good progress in PSED, PD, CLL for all pupils</p>
6	<p><u>RE & Catholic Life</u> To further develop teaching and learning in RE so that it is consistently good in all year groups and 40% of teaching is outstanding.</p> <p>Ensure consistent and accurate assessment of attainment and progress in RE</p> <p>Increase opportunities for whole school spiritual development</p>	<p>Lesson observations, work in books & termly assessments shows that teaching in RE is at least good. New teaching staff to complete the DES Catholic Teaching CPD.</p> <p>Cluster and MAC moderation externally evidences accuracy.</p> <p>Dedicated INSET for staff, increasing participation and attendance at class liturgies.</p>

St Teresa's Catholic Academy

St Teresa's 2017-18 Priority Area	Objectives 2017 -18	Review & Outcome July 2018
Outcomes for Pupils		<p>Partially Achieved: Improved outcomes in 2017 at end of KS1 & KS2 from 2016 outcomes. Still lower than National but gap closing- Attainment over three years is showing improvement and so is progress-SIP feedback to Q&P Sept 2018.</p> <p>Progress has improved on 2017 significantly (SIWG 2018).</p> <p>SEND and PP progress is broadly in-line with other pupils in school.</p> <p>EYFS outcomes were just below national at 70%</p> <p>Year 1 phonics result was 86% which is above national yr2 was 50%.</p>

Bishop Cleary Catholic Multi Academy Company

Trustees' Report (continued)

<p>Teaching, Learning & Assessment</p>	<p>Improve the overall quality of teaching to 100% good, 50% Outstanding so that pupils make excellent progress across the curriculum.</p> <p>Implement key policies to ensure consistency of best practice across school in assessment, core subjects and teaching and learning</p> <p>Challenge the more able disadvantaged to make better than expected progress</p> <p>To ensure that PPA lessons are of a high quality</p> <p>To develop the use of the SIMS Assessment Tool and The POS so the school has clear and measurable data for the new academic year</p>	<p>PARTIALLY ACHIEVED as evidenced in internal and external monitoring and reports. SIWG Minutes from Sept 2018 show that progress against targets are now starting to improve in this area.</p> <p>PARTIALLY ACHIEVED as evidenced in internal and external monitoring and report – As above.</p> <p>Achieved-All PPA lessons receive One hour high quality PE provision and 1.5 hours of HLTA cover which has been planned by the CT.</p> <p>PARTIALLY ACHIEVED We are now working with the Painsley Maths Hub to challenge the More Able children.</p> <p>Achieved SIMS was developed, but we have now developed DC Pro as our comprehensive data collection system</p>
<p>Catholicity & RE</p>	<p>Further develop the Catholic life of the Academy in readiness for Section 48 Inspection</p> <p>Develop opportunities to evidence knowledge and understanding of Modern British Values, Catholic values and global issues.</p> <p>Continue to develop the impact of Pupils with specific responsibilities in school</p>	<p>PARTIALLY ACHIEVED. On-going-This is still an on-going because we are awaiting our S48 5/6 November to verify judgements against the SEF and our internal and external judgements.</p> <p>Achieved-Values and Virtues are embedded in each Gospel Assembly</p> <p>Achieved Governors now have a clearer understanding of attainment and progress in RE</p>
<p>Personal Development, Behaviour & welfare</p>	<p>Continue to develop knowledge and skills and expertise of Safeguarding</p> <p>MAC safeguarding audits reviewed regularly to inform the Leadership action plan.</p> <p>Reduce absence rate of persistent absentees</p> <p>Access & apply expert advice to support the small number of pupils with additional learning needs impacting behaviour</p> <p>To introduce just 3 simple rules, 1) Ready, 2) Respectful and 3) Safe</p>	<p>Achieved-Safeguarding training has been on-going throughout the academic year with Richard Rose</p> <p>Achieved-Safeguarding audits from external validation have been excellent (All SIP Reports)</p> <p>Attendance at 97.7%</p> <p>PA 1%</p> <p>Achieved-No exclusions since Pre April 2017-Either fixed term or permanent.</p> <p>Behaviour in school is outstanding-learning behaviours are exemplary-SIP Learning Walk October 2018</p>

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

St Teresa's 2018-19 Priority Area	PRIORITY	SUCCESS CRITERIA
Outcomes for Pupils	<p>Increase in both expected and GDS percentages across ALL CORE subjects KS1 and KS2</p> <p>To achieve positive progress measures in all subjects.</p> <p>To achieve national attainment in all core subjects</p> <p>To raise standards for disadvantaged children in mathematics and reading.</p> <p>To increase attainment further in writing to be in line with national at both KS1 and 2</p> <p>To continue to further improved outcomes at EYFS</p>	<p>At least at National Percentage in All Core subjects at both by end of KS1+2</p> <p>GD KS1 15% Reading 15% Writing 20% Mathematics</p> <p>GD KS2 20% Reading 20% Writing 20% Mathematics Gap between PP and xPP closes at end of KS2</p> <p>EYFS At least 75% of pupils achieve a GLD and 12% Exceeding in areas of writing, reading and numbers.</p>
Teaching, Learning & Assessment	<p>To continue to improve quality of teaching through more rigorous and timely feedback, increased triangulation activities of books, data and moderation</p> <p>To continue to build on the accuracy of the half-termly assessments across all subjects.</p> <p>Continue to develop more opportunities for pupils to use and apply their mathematical skills through fluency, reasoning and in real-life problem solving tasks.</p>	<p>100% GOOD or better teaching in all observations, learning walks and drop-ins.</p> <p>Progress within lesson and from one lesson to another shows AfL strategies that move learning on, this is planned clearly in the learning journey and can easily be seen.</p> <p>Teachers consistently set work that challenges the more able pupils to achieve greater depth standard on a daily basis</p>
Catholicity & RE	<p>Increase opportunities for whole school spiritual development in cohesion with MAC RE Coordinators</p> <p>To continue to ensure that teaching continues to be 100% good or better with at least 60% outstanding</p> <p>Ensure consistent and accurate assessment of attainment and progress in RE</p>	<p>Dedicated INSET for staff across the MAC involving CJM Music, increasing participation and attendance at class liturgies.</p> <p>Lesson observations, work in books & termly assessments shows that teaching in RE is at least good with a majority showing to be outstanding</p> <p>Use of the BDES Assessment Tool to assess units. Bring this together at cluster and MAC moderation externally to evidence accuracy.</p>

Bishop Cleary Catholic Multi Academy Company

Trustees' Report (continued)

EYFS	<p>To continue to further improved outcomes at EYFS</p> <p>Re-develop the outdoor learning area and incorporate Forest School in to the curriculum</p>	<p>At least 75% of pupils achieve a GLD and 12% Exceeding in areas of writing, reading and numbers.</p> <p>To ensure all children have access to the curriculum through a holistic approach to increase the outcomes at the of EYFS</p>
Personal Development, Behaviour & welfare	<p>Continue to develop knowledge and skills and expertise of Safeguarding MAC safeguarding audits reviewed regularly to inform the Leadership action plan.</p> <p>Reduce absence rate of persistent absentees</p> <p>Behaviour data to be recorded on new Excel Spreadsheet and tracked through cohorts</p>	<p>My Concern to audit trail safeguarding concern.</p> <p>Use The Key to audit trail staff safeguarding training.</p> <p>Attendance to 98% PA down 1%</p> <p>Behaviours can be audited, tracked and data gathered on this system</p>

St Edmund's Catholic Academy

Objectives for 2017-18 are: (evaluation against targets in red)

- Ensure good progress takes place in all subjects in KS3, in KS4 and KS5.
Good progress achieved in key stage 4 and 5:
Key Stage 5 movement form C- to C average APS up from 71.94 (2017) to 83.21 (2018).
L3VA= -0.15
Key Stage 4: P8= -0.07 which is securely above national average
Good progress in Key stage 3 Year 8 & 7 (80% target)
 : Year 9 65.2% on or above expected progress
 Year 8 79.8% on or above expected progress
 Year 7 87.5% on or above expected progress
- Embed new GCSE number grading into Y7 to Y11 assessment.
Partially achieved- numbers are embedded but moderation needs to be more robust to ensure accuracy of awarding grades
- Develop content based SoW for all subjects in KS3 to service reformed GCSEs.
Partially achieved: Need to reduce variability amongst departments - further commitment to articulating a knowledge rich curriculum form 7-13
- Maintain strong KS4 performance in English, mathematics and RE
Partially achieved: English P8 (A8) = -0.25 (4.72)
 Maths P8 (A8) = -0.03 (4.40)
 RE P8 (A8) = -0.25 (4.46)
- Improve progress in KS4 in all Sciences: trilogy science, Physics, Chemistry and Biology
Achieved:
Physics: 94% (9-4)
Biology: 94% (9-4)
Chemistry: 92% (9-4)
- Improve progress standards in KS4 EBacc subjects: Spanish, History, Geography and computer sciences.
Not achieved:
Spanish: -0.76

History: -0.13

Geography: -0.46

Computer Science: -0.50

- Positive P8 measure will be supported by good progress in PE, Drama, Business, Economics

Partially achieved:

PE: +0.35

Drama: +0.68

Business: -1.18

Economics: -1.25

- Raising the performance of Pupil Premium students to close gaps.

Achieved 2017 gap: 16% ; 2018 gap 10%

- Our more-able students make at least expected progress

Not achieved: 2017: 85% (9-5 EM) 2018 65% 9-5

- Ensure optimum performance from vulnerable groups in all subject areas.

Achieved

EAL: 2017: 64% (9-4 EM) 2018 : 82% (9-4 EM)

SEND: 2017: 14% (9-4 EM) 2018 : 33% (9-4 EM)

- Tackle underperformance by subjects who performing below national in 2017

Achieved:

Physics: 94% (9-4)

Biology: 94% (9-4)

Chemistry: 92% (9-4)

- Ensure middle and senior leadership structures provide effective monitoring, challenge and support for all subject areas

Partially achieved - need to reduce variability amongst leadership approaches to holding others to account

- Continue to drive up KS5 performance

Achieved: Key Stage 5 movement from C- to C average APS up from 71.94 (2017) to 83.21 (2018). L3VA= -0.15

- Ensure consistent and effective monitoring of students' progress with appropriate challenge and support for middle leaders and teachers working with the sixth form

Partially achieved-need to reduce variability amongst leadership approaches to holding others to account

- Address underperformance in identified L3 subjects, emphasis on tracking ongoing progress and early intervention or remediation.

Partially achieved - need to review and revise data collections at KS3 to balance aspiration with achievability

- Raise expectations of student dispositions to learning and behaviour through consistent application of the CARE policy.

Achieved: Learning walks and classcharts data show improvement in school behaviour

- Reduce exclusions.

Achieved

PEX 2017 = 61 PEX 2018 = 46

FTE 2017 = 9 FTE 2018 = 7

- Maintain high attendance through individual case monitoring.

Achieved:

Attendance: 96.2%

- Prepare for S48 monitoring visit and S48 inspection.

Achieved S48 inspection "GOOD" with "OUTSTANDING" for Catholic Life and Collective Worship

- Increase recruitment to Y12 and retain into Y13

Not achieved:

Year 12 recruitment 59 (Target 80)

- Manage staffing in cases of long-term absence

Not achieved: difficulty in recruiting high quality supply staff has had impact on quality of outcomes in some subjects

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

St Edmund's Academy Improvement Plan 2018-2019	
1	OUTCOMES FOR STUDENTS 2018-2019
Key Performance Indicator (key priorities in yellow)	
1.1	GCSE results: see targets for KS4 p 24
1.2.	Key stage 3 progress: 80% of students make expected progress by the end of each year
1.3	Key stage 5: 0+ L3VA, 100% A-E
1.4	Groups of students make progress better than national average. Gaps closing. Higher attaining PP students to match performance of whole school <i>(Ofsted LOI: Raise progress for pupils who are disadvantaged/SEND)</i> <i>(Ofsted LOI: Raise aspirations of upper ability boys so they try harder in their learning)</i>
1.5	Monitoring and intervention with learner groups (gender/ability/PP/SEN) leads to improved progress for these students
1.6	Timetable ensures broad and balanced curriculum
1.7	Timetable ensures student success is maximised
1.8	Ensure target setting , moderation processes and tracking of student progress/attainment is accessible, reliable, and sufficiently challenging.

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

1.9	More able strategy ensures progress of upper ability learners is in line with other learners
2	QUALITY OF TEACHING, LEARNING & ASSESSMENT
2.1	The Learning Policy is clearly understood and followed by all staff
2.2	All teachers are clear as to what constitutes outstanding teaching and learning in their subject and strive to achieve this in their day to day practice.
2.3	100% teaching is good; at least 50% of teaching is outstanding (<i>Ofsted LOI - Increase the proportion of outstanding teaching</i>)
2.4	Appraisal is used positively to set targets, motivate and reward.
2.5	CPD meets the teaching, learning and assessment priorities, has impact and that impact can be measured (<i>Ofsted LOI - increase opportunities for teachers to learn from sharing excellent teaching that already takes place</i>) (<i>Ofsted LOI: Raise the impact of sixth form teaching and learning on student progress and attainment</i>)
2.6	Quality measures for teaching and learning (lesson observation, book trawls, learning walks, individual pupil review) are robust and lead to improvement in pupil progress
2.6	Quality measures for moderation are robust and ensure accuracy in measuring student progress and attainment.
2.7	Homework strategy is clearly understood, consistently applied and improves students independent, critical thinking measured in % achieving higher grades
3	PERSONAL DEVELOPMENT (CARE), BEHAVIOUR AND WELFARE

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

3.1	Students and staff follow the whole school behaviour for learning policy consistently
3.2	CARE values underpin all aspects of Academy life
3.3	Strategies to reduce the number of fixed term exclusions are effective, particularly regarding disadvantaged groups (<i>Ofsted LOI- reduce exclusion rates for disadvantaged/SEND</i>)
3.4	Tutor time is used to deliver high quality activities according to the pastoral curriculum. Impact can be measured and contributes to pupil progress
3.5	CARE Award promotes high standards of engagement in Academy life
3.6	Attendance: No group of learners is disadvantaged by poor attendance (<i>Ofsted LOI-raise attendance rates for disadvantaged/SEND</i>)
3.7	Inclusion: All learners have access to high quality education including those in alternative provision (St Clare's)
3.8	Pupil Premium learners progress in line with their peers and all pupils nationally
3.9	SEND learners progress in line with their peers and all pupils nationally
3.10	Safeguarding processes are effective
3.11	An inclusive and broad range of enrichment activities are planned and implemented and their contribution to student and academy progress is measured

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

4	EFFECTIVENESS OF LEADERSHIP AND MANAGEMENT
4.1	Leaders collaborate effectively with their governing body and other key stakeholders regarding school improvement
4.2	Performance management and CPD affirms and supports excellent teaching practice
4.3	Performance management/CPD systems and practices develop potential for future leaders
4.4	Staff absence is effectively managed so that teaching and learning is not compromised
4.5	Staff recruitment is effectively managed to ensure immediate needs and future development (succession planning)
4.6	Leaders use established systems effectively to monitor progress of the teams they line manage.
4.7	Leaders foster an ethos to support individual and collective self evaluation
4.8	Leaders engage critically with literature, research and policy to contribute to school improvement
5	CATHOLIC LIFE, PERSONAL DEVELOPMENT (PSHE), BUSINESS ENTERPRISE
5.1	Systems for monitoring the effectiveness of Catholic Life are well established and show impact
5.2	Staff contribution to Catholic Life is strong
5.3	Student leadership of Catholic life is strong
5.4	Catholic Life is embedded within all curriculum areas

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

5.5	There is a sound strategy to meet the Gatsby Benchmarks for employer engagement
5.6	All students have enough opportunities to meet all 8 Gatsby Benchmarks
6	SIXTH FORM
6.1	Outcomes are in line with target grades (L3VA 0+)
6.2	Quality of teaching and learning has significant impact on student progress and attainment <i>(Ofsted LOI: Raise the impact of sixth form teaching and learning on student progress and attainment)</i>
6.3	Students' independent study behaviour contributes significantly to their progress
6.4	All students leave sixth form with at least 4+ in GCSE English and Maths
6.5	Curriculum offer is fit for purpose taking into account retention and success rates
6.6	Vision for sixth form (and consortium) is clearly understood and enriches sixth form experience <i>(Ofsted LOI: Ensure middle leaders can clearly identify their roles and responsibilities within the consortium and take responsibility for improvement within their subject area)</i>
6.7	Recruitment: 80 entrants in year 12
6.8	All sixth formers leave with a positive destination into university or apprenticeship

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

7	ORGANISATION & FINANCE
7.1	Strategic financial planning and budgeting ensures the Academy meets legislative and compliance requirements
7.2	Strategic oversight of the estate ensures the environment is conducive to teaching and learning and running an effective and efficient Academy building
7.3	Support Staff structures, training and performance management meet the needs of the Academy
7.4	Compliance with Health and Safety regulations, risk assessments and all associated policy documentation is assured
7.5	Payroll policies and procedures with particular reference to single central record and safer recruitment practices are assured
7.6	DPO responsibilities are carried out in a timely manner and the Academy is compliant with all FOI and subject access requests
7.7	Business functions, including complaints and media, meet Academy/Diocesan policy
8	GOVERNANCE
8.1	Governors understand school performance measures and where their school is placed nationally, providing support <u>and challenge</u> to the Principal to improve.
8.2	Governors are clear on their individual roles, responsibilities and lines of accountability back to trust board level
8.3	Chair of governors ensures skills and knowledge of governing body meets the needs of the organisation (CPD)
8.4	A robust review method is in place to assure that the board is effective

Bishop Cleary Catholic Multi Academy Company

Trustees' Report (continued)

Summary of St Edmunds Academy headline achievement data

with 2019 whole school targets(FFT)

Key Stage 5	2016	2017	2018	2019
Average Point Score per Pupil	71.47	71.94	83.21	98.3
Average Point Score per Entry	28.09	26.72	30.28	34.3
Average Grade	C-	C-	C	C-C+
Overall Value Added	n/a	-0.18	-0.15	(0+)
1 or more A* - B Grade	46%	43%	53%	40%
1 or more A* - C Grade	68%	61%	82%	96%
1 or more A* - E Grade	77%	78%	91%	100%
2 or more A* - B Grades	23%	26%	26%	26%
2 or more A* - C Grades	50%	43%	49%	84%
2 or more A* - E Grades	75%	65%	87%	100%

Key Stage 4	2016	2017	2018	2019
English 9-5 (9-4)		57.5% (72.6%)	57% (79.5%)	60% (82%)
Maths 9-5 (9-4)		52.7% (76.7%)	46.4% (73.5%)	54%(77%)
English 9-7		15.1%	11.9%	14%
Maths 9-7		19.2%	13.2%	18%
En & Ma 9-5 %	-	41	36	43%
En & Ma 9-4 %	71	64	68	70%
5 A* - C % E/M (9-5)	-	41	33	43%
5 A* - C % E/M (9-4)	62 (64 with Lit)	61	60	70%

Bishop Cleary Catholic Multi Academy Company

Trustees' Report (continued)

E-bacc %	24	25	27	27%
Attainment 8	49.4 (4.94)	46.3 (4.63)	45.5 (4.55)	48 (4.8)
Progress 8	+0.02	+0.03	-0.07	(0-0.3)
English P8 (A8)	+0.06 (5.30)	-0.13 (4.81)	-0.25 (4.72)	(5.2)
Maths P8 (A8)	+0.23 (5.02)	+0.21 (4.62)	-0.03 (4.40)	(4.7)
Ebacc P8 (A8)	-0.23 (4.23)	-0.02 (4.13)	+0.05 (4.44)	(4.7)
Open P8 (A8)	+0.11 (5.34)	0.07 (5.03)	-0.11 (4.64)	(5.1)

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 Catholic Multi Academy Company

Trustees' Report (continued)

Achievements and Performance

The Achievement and Performance for each primary academy in 2018 are as follows:

2018 Primary Pupil Outcomes	% GLD	Year 1 Phonics	KS1 Reading	KS1 Writing	KS1 Maths	KS1 RWM	KS1 RWM GDS	KS2 Reading	KS2 Writing	KS2 Maths	KS2 Grammar Punctuation & Spelling	KS2 RWM	KS2 GDS
St Teresas													
Projected	73%	90%	72%	68%	72%	60%	20%	74%	71%	76%	76%	60%	10%
Actual	70%	86%	69%	67%	70%	48%	10%	64%	69%	61%	68%	50%	0%
National								75%	78%	76%	78%	64%	
SSPP													
Target	57%	82%	70%	66%	72%	66%	12%	72%	70%	76%	79%	65%	14%
Actual	52%	79%	76%	62%	76%	62%	3%	73%	73%	83%	87%	70%	10%
National								75%	78%	76%	78%	64%	
SSMJ													
Target	70%	80%	72%	65%	72%	65%	12%	56%	56%	56%	56%	56%	9%
Actual	72%	82%	59%	59%	63%	55%	11%	72%	66%	55%	76%	48%	3%
National								75%	78%	76%	78%	64%	
St Michaels													
Projected	68%	80%	80%	73%	77%	73%	17%	79%	76%	79%	79%	69%	17%
Actual	63%	77%	86%	72%	83%	69%	13%	75%	68%	68%	82%	61%	7%
National								75%	78%	76%	78%	64%	

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 Skills Funding Agency (ESFA) in the form of recurrent grants. The use of which is restricted. The grants received from the ESFA during the year ended 31 August 2018 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 2018 is £579,362.

Bishop Cleary Catholic Multi Academy Company

Trustees' Report (continued)

Required Level of Reserves

The Company will always ensure to stay within the ESFA 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 these 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.

The Multi Academy is entering into firm talks regarding merging/creating a larger Multi Academy. Due diligence is being carried out to support any uncertainties as we move forward with the Diocese strategic growth plan.

Fundraising

General fundraising is conducted within the ethos of our Catholic organisation. Majority of proceeds are passed to charities that are selected by our young people.

Plans for Future Periods

Bishop Cleary Catholic Multi Academy company will continue to strive to provide good to outstanding education and improve the levels of performance of its children and young people at all levels. The BCCMAC will continue to aim to attract high quality teachers and support staff in order to deliver its objectives, raising standards of teaching and learning from the baseline at the start of the year.

The MAC recognises the need to grow in line with the Diocese strategic plans and the need to grow the number of academies within the trust to a level that is deemed under the foreseeable future to create sustainability and viability for the Multi Academy Company. A successful MDIF grant (MAT Development and Improvement Fund) has been received to create a larger Multi Academy Company within a given time period.

Bishop Cleary Catholic Multi Academy Company

Trustees' Report (continued)

Leadership is a priority as the role of Catholic Senior Executive Leader is being planned to take the plans of growth forward.

School specific improvement plans have been approved at local level to sustain good schools, working towards outstanding.

The overall Multi Academy Improvement priorities for pupil outcomes have been agreed at board level and shared with the Archdiocese of Birmingham:

- Continue to improve attainment at KS2- 5 to ensure outcomes are above national average.
- Further reduce gender, ethnicity, PP, SEND gaps
- CPD priorities across all key stages to include challenge for more able pupils, thus improving % of pupils attaining GDS & higher grades
- Improve rigour of moderation and accuracy of teacher assessment data.

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 10 December 2018 and signed on their behalf by:

Signed on behalf of the Directors



.....
Dr Christopher Walker
Chair of Board of Directors

Bishop Cleary Catholic 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. An additional extra-ordinary meeting was also held during this period to discuss the growth of the Multi Academy Company. Attendance during the year at meetings of the Board of Directors was as follows:

Director	Eligible Meetings	Meetings Attended
M Crisp (appointed 10.05.18)	2	0
M Darmody	5	3
B J Dixon-Kent (Resigned 04.12.17)	1	0
A Fones (extended period of absence)	5	1
J S Hanslip	4	3
M J M Hughes (Principal and Accounting Officer)	5	5
C Mergen (appointed 21.12.17)	3	3
M P Posiwnycz	4	2
C Pugh (appointed 16.03.18)	2	2
R Rose	5	1
A M Shorthouse	5	4
F R Tunney	5	5
C Walker (Chair)	5	5
R E Watkins	5	5

Directors 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.

Bishop Cleary Catholic Multi Academy Company

Governance Statement (continued)

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.

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
- Estate Management Plans
- Insurance

Financial year 2017/18 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. The next self-evaluation for Governance will be conducted by January 2019 and reported to the Board at their next Committee.

Director	Eligible Meetings	Meetings Attended
J S Hanslip	3	1
M J M Hughes (Principal and Accounting Officer)	3	3
M P Posiwnycz	2	2
A M Shorthouse (Committee Chair)	3	3
C Walker (Chair of the Board of Directors)	3	3
R E Watkins	3	2

Review of Value for Money

As Accounting Officer 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:

Bishop Cleary Catholic Multi Academy Company

Governance Statement (continued)

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

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 2017 – to 31 August 2018 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 2017 to 31 August 2018 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:

Bishop Cleary Catholic Multi Academy Company

Governance Statement (continued)

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of 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.

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 and perform additional checks.

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 Academies 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 10 December 2018 and signed on its behalf by:

Bishop Cleary Catholic Multi Academy Company
Governance Statement (continued)



Dr Christopher Walker
Chair of Board of Directors



Mrs M Hazeldine
Accounting Officer

Statement on 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 Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA 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.

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 ESFA.



Mrs M Hazeldine
Accounting Officer

10 December 2018

Bishop Cleary Catholic Multi Academy Company

Statement of Trustees' Responsibilities

The trustees, who are also the directors of the Charitable Company for the purposes of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with the Annual Accounts Direction issued by the Education Skills 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 2017 to 2018
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

The 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 to the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the ESFA/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 10 December 2018 and signed on its behalf by:



Dr Christopher Walker
Chair of Board of Directors

Bishop Cleary Catholic Multi Academy Company

Independent Auditor's Report on the Financial Statements to the Board of Trustees of The Bishop Cleary Catholic Multi Academy Company

Opinion

We have audited the financial statements of Bishop Cleary Catholic Multi Academy Company (the 'academy trust') for the year ended 31 August 2018 which comprise the Statement of financial activities incorporating income and expenditure account, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*, the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018 issued by the Education and Skills Funding Agency.

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 2018, 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 2017 to 2018 issued by the Education and Skills Funding Agency.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the academy trust's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Bishop Cleary Catholic Multi Academy Company

Independent Auditor's Report on the Financial Statements to the Board of Trustees of The Bishop Cleary Catholic Multi Academy Company (continued)

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report and strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

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

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

Bishop Cleary Catholic Multi Academy Company

Independent Auditor's Report on the Financial Statements to the Board of Trustees of The Bishop Cleary Catholic Multi Academy Company (continued)

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, 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, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the academy trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the academy trust or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the academy trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the academy trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the academy trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Bishop Cleary Catholic Multi Academy Company
Independent Auditor's Report on the Financial Statements to the Board of Trustees
of The Bishop Cleary Catholic Multi Academy Company (continued)

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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 the academy trust's members as a body, for our audit work, for this report, or for the opinions we have formed.


Simon Atkins FCA (Senior statutory auditor)
For and on behalf of

PKF Cooper Parry Group Limited

Chartered Accountants
Statutory Auditor

One Central Boulevard
Blythe Valley Business Park
Sollihull
West Midlands
B90 8BG

10 December 2018

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

In accordance with the terms of our engagement letter dated 9th October 2018 and further to the requirements of the Education Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2017 to 2018, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received Bishop Cleary Catholic Multi Academy Company for the year ended 31 August 2018 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to the Bishop Cleary Catholic Multi Academy Company and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Trust's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trust and ESFA for our audit work, for this report, or for the conclusion we have formed.

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

The accounting officer is responsible, under the requirements of Bishop Cleary Catholic Multi Academy Company's funding agreement with the Secretary of State for Education dated 1st July 2013 and the Academies Financial Handbook, extant from 1st September 2018, 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 2017 to 2018. 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 1st September 2017 to 31 August 2018 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 2017 to 2018 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

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

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 1st September 2017 to 31 August 2018 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

PKF Cooper Parry Group Limited

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

10 December 2018

Bishop Cleary Catholic Multi Academy Company

Statement of Financial Activities for the year ended 31 August 2018 (including Income and Expenditure Account)

	Note	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2018 £000	Total 2017 £000
Income and endowments from:						
Donations and capital grants	2	5	-	43	48	105
Charitable activities:						
Funding for the academy trust's educational operations	3	312	9,186	-	9,498	9,334
Other trading activities	4	159	-	-	159	106
Bank interest	5	3	-	-	3	1
Total		479	9,186	43	9,708	9,546
Expenditure on:						
Charitable activities:						
Academy trust educational operations	6/7	(335)	(9,957)	(419)	(10,711)	(10,250)
Total		(335)	(9,957)	(419)	(10,711)	(10,250)
Net income / (expenditure)		144	(771)	(376)	(1,003)	(704)
Transfers between funds	16	-	(183)	183	-	-
Other recognised gains / (losses):						
Actuarial gains/(losses) on defined benefit pension schemes	16,24	-	972	-	972	25
Net movement in funds		144	18	(193)	(31)	(679)
Reconciliation of funds						
Total funds brought forward		284	(5,438)	16,675	11,522	12,201
Total funds carried forward		430	(5,420)	16,482	11,491	11,522

Bishop Cleary Catholic Multi Academy Company

Balance Sheet as at 31 August 2018

Company Number 08578428

	Notes	2018 £000	2018 £000	2017 £000	2017 £000
Fixed assets					
Tangible assets	12		16,482		16,675
Current assets					
Debtors	13	320		368	
Cash at bank and in hand		885		1,002	
		<u>1,205</u>		<u>1,370</u>	
Liabilities					
Creditors: Amounts falling due within one year	14	(621)		(447)	
Net current assets			<u>584</u>		<u>924</u>
Total assets less current liabilities			17,066		17,599
Creditors: Amounts falling due after more than one year	15		(5)		(10)
Net assets excluding pension liability			17,061		17,589
Defined benefit pension scheme liability	24		(5,570)		(6,067)
Total net assets			<u>11,491</u>		<u>11,522</u>
Funds of the academy trust:					
Restricted funds					
. Fixed asset fund	16	16,482		16,675	
. Restricted income fund	16	149		630	
. Pension reserve	16	(5,570)		(6,067)	
Total restricted funds			11,061		11,238
Unrestricted income funds	16		<u>430</u>		<u>284</u>
Total funds			<u>11,491</u>		<u>11,522</u>

The financial statements on pages 50 to 73 were approved by the trustees and authorised for issue on 10 December 2018 and are signed on their behalf by



Dr Christopher Walker
Chair of Board of Directors

Bishop Cleary Catholic Multi Academy Company
Statement of Cash Flows for the year ended 31 August 2018

	Notes	2018 £000	2017 £000
Cash flows from operating activities			
Net cash provided by / (used in) operating activities	20	63	(202)
Cash flows from investing activities	21	(180)	(617)
Cash flows from financing activities		-	-
Change in cash and cash equivalents in the reporting period		<u>(117)</u>	<u>(819)</u>
Cash and cash equivalents at 1 September 2017		1,002	1,821
Cash and cash equivalents at 31 August 2018	22	<u>885</u>	<u>1,002</u>

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018

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 2017 to 2018 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

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

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

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

1 Statement of accounting policies (continued)

- **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.

- **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 £5,000 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.

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

1 Statement of accounting policies (continued)

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 | 2% (50 years) |
| • Fixtures and fittings | 10% (10 years) |
| • Computer equipment | 33.3% (3 years) |

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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.

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.

Agency arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the academy trust does not have control over the charitable application of the funds. The funds received and paid and any balances held are disclosed in note 26.

Financial Instruments

The academy trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy trust and their measurement basis are as follows:

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

1 Statement of accounting policies (continued)

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 14 and 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

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 24, 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.

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.

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

1 Statement of accounting policies (continued)

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 and Skills 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.

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 24, 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 2017 has been used by the actuary in valuing the pensions liability at 31 August 2018. 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

	Unrestricted Funds £000	Restricted Funds £000	Total 2018 £000	Total 2017 £000
Capital grants	-	43	43	90
Other donations	5	-	5	15
	<u>5</u>	<u>43</u>	<u>48</u>	<u>105</u>

The income from donations and capital grants was £48,000, of which £5,000 was unrestricted (2017: £1,000), £NIL was restricted (2017: £14,000) and £43,000 was restricted fixed assets (2017: £90,000).

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

3 Funding for the Academy Trust's educational operations

	Unrestricted Funds £000	Restricted Funds £000	Total 2018 £000	Total 2017 £000
DfE / ESFA grants				
. General Annual Grant (GAG)	-	7,936	7,936	7,904
. Other DfE/ESFA grants	-	818	818	834
	<u>-</u>	<u>8,754</u>	<u>8,754</u>	<u>8,738</u>
Other Government grants				
. Local authority grants	-	199	199	146
. Special educational projects	-	82	82	32
	<u>-</u>	<u>281</u>	<u>281</u>	<u>178</u>
Other income from the academy trust's educational operations	312	151	463	417
	<u>312</u>	<u>9,186</u>	<u>9,498</u>	<u>9,334</u>

The funding for the Academy Trust's educational operations in 2017 was £9,334,000, of which £9,020,000 was restricted and £314,000 was unrestricted.

4 Other trading activities

	Unrestricted Funds £000	Restricted Funds £000	Total 2018 £000	Total 2017 £000
Hire of facilities	20	-	20	21
Income from ancillary trading activities	139	-	139	85
	<u>159</u>	<u>-</u>	<u>159</u>	<u>106</u>

The income from other trading activities in 2017 of £106,000 was all unrestricted.

5 Investment income

	Unrestricted Funds £000	Restricted Funds £000	Total 2018 £000	Total 2017 £000
Bank interest	3	-	3	1
	<u>3</u>	<u>-</u>	<u>3</u>	<u>1</u>

The investment income received in 2017 of £1,000 was all unrestricted.

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

6 Expenditure

	Staff Costs £000	Non Pay Expenditure		Total 2018 £000	Total 2017 £000
		Premises £000	Other £000		
Academy's educational operations:					
. Direct costs	6,074	-	834	6,908	6,726
. Allocated support costs	1,462	392	1,949	3,803	3,524
	<u>7,536</u>	<u>392</u>	<u>2,783</u>	<u>10,711</u>	<u>10,250</u>

Net income/(expenditure) for the period includes:

	2018 £000	2017 £000
Operating lease rentals	48	14
Depreciation	419	409
Fees payable to auditor for:		
- audit	16	15
- other services	<u>5</u>	<u>4</u>

7 Charitable activities

	Total 2018 £000	Total 2017 £000
Direct costs – educational operations	6,928	6,775
Support costs – educational operations	<u>3,783</u>	<u>3,475</u>
	<u>10,711</u>	<u>10,250</u>

Analysis of support costs

	Educational operations £000	Total 2018 £000	Total 2017 £000
Support staff costs	1,462	1,462	1,367
Staff related insurance	96	96	87
Depreciation	419	419	409
Technology costs	98	98	61
Operating lease rentals	13	13	0
Maintenance of premises and equipment	146	146	143
Cleaning	29	29	29
Rent & rates	40	40	35
Heat & light	124	124	116
Security and transport	7	7	7
Catering	429	429	443
Other support costs	704	704	612
FRS102 pension finance cost	154	154	122
Governance costs	62	62	44
Total support costs	<u>3,783</u>	<u>3,783</u>	<u>3,475</u>

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

7 Charitable activities (continued)

The expenditure on charitable activities was £10,711,000 (2017: £10,250,000), of which £335,000 was unrestricted (2017: £356,000), £9,957,000 was restricted (2017: £9,485,000) and £419,000 was restricted fixed assets (2017: £409,000).

8 Staff

a. Staff costs

Staff costs during the period were:

	Total 2018 £000	Total 2017 £000
Wages and salaries	5,898	5,659
Social security costs	495	455
Operating costs of defined benefit pension schemes	899	815
Apprenticeship levy	14	6
	7,306	6,935
Supply staff costs	230	352
Staff restructuring costs	-	37
	7,536	7,324
Staff restructuring costs comprise:		
Redundancy payments	-	-
Severance payments	-	37
Other restructuring costs	-	-
	-	37

b. Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £NIL (2017: £36,850).

c. Staff numbers

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

	2018 No.	2017 No.
Teachers	76	86
Administration and support	103	101
Management	17	15
	196	202

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

8 Staff (continued)

d. Higher paid staff

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

	2018 No.	2017 No.
£60,001 - £70,000	3	2
£70,001 - £80,000	1	1

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 and employer national insurance contributions) received by key management personnel for their services to the academy trust was £1,056,239 (2017: £1,034,709).

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 £75,000 - £80,000 (2017: £75,000 - £80,000)

Employer's pension contributions paid £0 - £5,000 (2017: £10,000 - £15,000)

J Hanslip (Principal and Director)

Remuneration £65,000 - £70,000 (2017: £65,000 - £70,000)

Employer's pension contributions paid £10,000 - £15,000 (2017: £10,000 - £15,000)

A Fones:

Remuneration £20,000 - £25,000 (2017: £20,000 - £25,000)

Employer's pension contributions paid £0 - £5,000 (2017: £0 - £5,000)

R Rose:

Remuneration £30,000 - £35,000 (2017: £30,000 - £35,000)

Employer's pension contributions paid £0 - £5,000 (2017: £0 - £5,000)

During the period ended 31 August 2018, travel and subsistence expenses totalling £567 were reimbursed or paid directly to two trustees (2017: £940 to three trustees).

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (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
Cost				
At 1 September 2017	17,851	197	827	18,875
Additions	155	47	24	226
Disposals	-	-	(318)	(318)
At 31 August 2018	18,006	243	533	18,783
Depreciation				
At 1 September 2017	1,370	70	760	2,200
Charged in year	359	21	39	419
Disposals	-	-	(318)	(318)
At 31 August 2018	1,729	91	481	2,301
Net book values				
At 31 August 2017	16,481	127	67	16,675
At 31 August 2018	16,277	152	52	16,482

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

13 Debtors

	2018 £000	2017 £000
Trade debtors	3	13
VAT recoverable	30	105
Other debtors	178	176
Prepayments and accrued income	109	74
	320	368

14 Creditors: amounts falling due within one year

	2018 £000	2017 £000
Trade creditors	228	127
Other taxation and social security	136	127
Other creditors	11	-
Accruals and deferred income	246	193
	621	447

	2018 £000	2017 £000
Deferred income		
Deferred income at 1 September 2017	119	104
Released from previous years	(119)	(104)
Resources deferred in the year	135	119
Deferred Income at 31 August 2018	135	119

Deferred income at the year end is in relation to grant monies received in advance for Universal Free School Meals, Capital Funding, Rates Relief and ICT support invoices raised for the following academic year.

15 Creditors: amounts falling due in greater than one year

	2018 £000	2017 £000
Other creditors	5	10
	5	10

Included within other creditors are the following loans totalling £10,522 from the ESFA which are provided on the following terms:

- £5,111, repayable within one year with repayments starting in September 2018, 1.48% interest.
- £5,111, repayable over two years with repayments starting in September 2018, 1.48% interest.

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

16 Funds

	Balance at 1 September 2017 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2018 £000
Restricted general funds					
General Annual Grant (GAG)	620	7,936	(8,228)	(183)	145
Other DfE/ESFA grants	-	640	(640)	-	-
Pupil Premium	-	610	(610)	-	-
Donated assets	10	-	(4)	-	6
Pension reserve	(6,067)	-	(475)	972	(5,570)
	(5,437)	9,186	(9,957)	789	(5,419)
Restricted fixed asset funds					
DfE/ESFA capital grants	1,414	43	(35)	-	1,419
Capital expenditure from GAG	102	-	(2)	183	283
Donated assets	8,999	-	(226)	-	8,773
Assets on conversion	6,160	-	(154)	-	6,007
	16,675	43	(417)	183	16,482
Total restricted funds	11,238	9,229	(10,376)	972	11,063
Total unrestricted funds	284	480	(335)	-	429
Total funds	11,522	9,709	(10,711)	972	11,491

Comparative information in respect of the preceeding period is as follows :

	Balance at 1 September 2016 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2017 £000
Restricted general funds					
General Annual Grant (GAG)	849	7,904	(8,031)	(102)	620
Other DfE/ESFA grants	-	478	(478)	-	-
Pupil Premium	-	638	(638)	-	-
Donated assets	-	14	(4)	-	10
Pension reserve	(5,758)	-	(334)	25	(6,067)
	(4,909)	9,034	(9,485)	(77)	(5,438)
Restricted fixed asset funds					
DfE/ESFA capital grants	1,356	90	(33)	-	1,414
Capital expenditure from GAG	-	-	-	102	102
Donated assets	9,223	-	(223)	-	8,999
Assets on conversion	6,313	-	(153)	-	6,160
	16,892	90	(409)	102	16,675
Total restricted funds	11,983	9,124	(9,894)	25	11,063
Total unrestricted funds	218	422	(356)	-	284
Total funds	12,201	9,546	(10,250)	25	11,522

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

16 Funds (continued)

A current year 12 months and prior year 12 months combined position is as follows :

	Balance at 1 September 2016 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2018 £000
Restricted general funds					
General Annual Grant (GAG)	849	15,840	(16,259)	(285)	145
Other DfE/ESFA grants	-	1,118	(1,118)	-	-
Pupil Premium	-	1,248	(1,248)	-	-
Donated assets	-	14	(8)	-	6
Pension reserve	(5,758)	-	(809)	997	(5,570)
	(4,909)	18,220	(19,442)	712	(5,420)
Restricted fixed asset funds					
DfE/ESFA capital grants	1,356	133	(68)	-	1,422
Capital expenditure from GAG	-	-	(2)	285	282
Donated assets	9,223	-	(449)	-	8,773
Assets on conversion	6,313	-	(307)	-	6,005
	16,892	133	(826)	285	16,482
Total restricted funds	11,983	18,353	(20,268)	997	11,063
Total unrestricted funds	218	902	(691)	-	430
Total funds	12,201	19,255	(20,959)	997	11,491

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

Restricted general funds

The balance of £145k on the restricted general funds will be used for educational purposes in accordance with the restrictions attached to the funding.

The Pension reserve of £5,570k (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.

Transfers

The transfers of £183k relate to capital assets purchased out of the General Annual Grant.

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

16 Funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2018 were allocated as follows:

	Total 2018 £000	Total 2017 £000
St Edmunds Catholic Academy	261	523
SS Peter and Paul Catholic Primary Academy and Nursery	11	16
St Michael's Catholic Primary Academy and Nursery	83	121
St Teresa's Catholic Primary Academy	107	124
SS Mary and John's Primary Academy	117	130
Total before fixed assets and pension reserve	579	914
Restricted fixed asset fund	16,482	16,675
Pension reserve	(5,570)	(6,067)
Total	11,491	11,522

Total cost analysis by academy

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

	Teaching and Educational Support Staff Costs £000	Other Support Staff Costs £000	Educational Supplies £000	Other Costs (excluding Depreciation) £000	Total 2018 £000	Total 2017 £000
St Edmunds Catholic Academy	3,215	911	268	1,235	5,629	5,374
SS Peter and Paul Catholic Primary Academy and Nursery	737	147	29	306	1,219	1,179
St Michael's Catholic Primary Academy and Nursery	669	139	37	226	1,071	1,034
St Teresa's Catholic Primary Academy	663	128	35	276	1,102	1,024
SS Mary and John's Primary Academy	790	137	32	310	1,269	1,230
Academy Trust	6,074	1,462	401	2,353	10,290	9,841

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

17 Analysis of net assets between funds

Fund balances at 31 August 2018 are represented by:

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Intangible fixed assets				
Tangible fixed assets	-	-	16,482	16,482
Current assets	430	775	-	1,205
Current liabilities	-	(621)	-	(621)
Non-current liabilities	-	(5)	-	(5)
Pension scheme liability	-	(5,570)	-	(5,570)
Total net assets	430	(5,421)	16,482	11,491

Comparative information in respect of the preceeding period is as follows :

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Intangible fixed assets				
Tangible fixed assets	-	-	16,675	16,675
Current assets	285	1,086	-	1,371
Current liabilities	-	(447)	-	(447)
Non-current liabilities	-	(10)	-	(10)
Pension scheme liability	-	(6,067)	-	(6,067)
Total net assets	285	(5,438)	16,675	11,522

18 Capital commitments

	2018 £000	2017 £000
Contracted for, but not provided in the financial statements	-	-

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

19 Commitments under operating leases

Operating leases

At 31 August 2018 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2018 £000	2017 £000
Amounts due within one year	48	14
Amounts due between one and five years	80	12
Amounts due after five years	-	-
	<u>128</u>	<u>26</u>

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

	2018 £000	2017 £000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(1,003)	(704)
Adjusted for:		
Depreciation [note 12]	419	409
Capital grants from DfE and other capital income	(43)	(90)
Interest receivable [note 5]	(3)	(1)
Defined benefit pension scheme cost less employer deficit contributions	475	334
(Increase)/decrease in debtors	49	25
Increase/(decrease) in creditors	169	(175)
Net cash provided by / (used in) Operating Activities	<u>63</u>	<u>(202)</u>

21 Cash flows from investing activities

	2018 £000	2017 £000
Dividends, interest and rents from investments	3	1
Purchase of tangible fixed assets	(226)	(708)
Capital grants from DfE/ESFA	43	90
Net cash provided by / (used in) investing activities	<u>(180)</u>	<u>(617)</u>

22 Analysis of cash and cash equivalents

	At 31 August 2018 £000	At 31 August 2017 £000
Cash in hand and at bank	885	1,002
Notice deposits (less than 3 months)	-	-
Total cash and cash equivalents	<u>885</u>	<u>1,002</u>

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (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 2016.

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' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

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

Valuation of the Teachers' Pension Scheme

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)
- 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

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

24 Pension and similar obligations (continued)

- 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%.

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, 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 £534,765 (2017: £541,271).

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 an unfunded 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.

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 2018 was £552,000 (2017: £477,000), of which employer's contributions totalled £447,000 (2017: £376,000) and employees' contributions totalled £105,000 (2017: £101,000). The agreed contribution rates for future years are between 17.1% and 20.2% for employers and for employees:

Up to £13,700	5.5%
£13,701 and up to £21,400	5.8%
£21,401 and up to £34,700	6.5%
£34,701 and up to £43,900	6.8%
£43,901 and up to £61,300	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.

Bishop Cleary Catholic Multi Academy Company
Notes to the Financial Statements for the year ended 31 August 2018 (continued)

24 Pension and similar obligations (continued)

	At 31 August 2018	At 31 August 2017
Principal actuarial assumptions		
Rate of increase in salaries	3.8%	4.2%
Rate of increase for pensions in payment/inflation	2.3%	2.7%
Discount rate for scheme liabilities	2.65%	2.6%
Inflation assumption (CPI)	2.3%	2.7%

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

	At 31 August 2018	At 31 August 2017
<i>Retiring today</i>		
Males	21.9	21.8
Females	24.4	24.3
<i>Retiring in 20 years</i>		
Males	24.1	24.0
Females	26.7	26.6

Sensitivity analysis	At 31 August 2018	At 31 August 2017
	£'000	£'000
Discount rate +0.1%	(213)	(210)
Discount rate -0.1%	218	216
Mortality assumption – 1 year increase	293	292
Mortality assumption – 1 year decrease	(285)	(282)
CPI rate +0.1%	186	173
CPI rate -0.1%	(181)	(166)

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

	Fair value at 31 August 2018 £000	Fair value at 31 August 2017 £000
Equities	2,076	1,717
Government bonds	237	199
Other bonds	121	105
Property	267	199
Cash/liquidity	122	134
Other	459	359
Total market value of assets	3,282	2,713

The actual return on scheme assets was £36,000 (2017: £314,000).

Bishop Cleary Catholic Multi Academy Company

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

24 Pension and similar obligations (continued)

Amount recognised in the statement of financial activities	2018 £000	2017 £000
Current service cost (net of employee contributions)	(769)	(588)
Net interest cost	(153)	(122)
Total operating charge	(923)	(710)

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

	2018 £000	2017 £000
At 1 September	(8,780)	(7,330)
Current service cost	(769)	(588)
Interest cost	(230)	(163)
Employee contributions	(105)	(101)
Actuarial gain/(loss)	1,014	(491)
Benefits paid	18	(107)
At 31 August	(8,852)	(8,780)

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

	2018 £000	2017 £000
At 1 September	2,713	1,572
Interest income	77	41
Return on plan assets (excluding net interest on the net defined pension liability)	(41)	273
Actuarial (gain)/loss	(1)	243
Employer contributions	447	376
Employee contributions	105	101
Benefits paid	(18)	107
At 31 August	3,282	2,713

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 9.

26 Agency Arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2018 the academy trust received £13,676 and disbursed £11,913 from the fund. An amount of £1,763 is included in other creditors relating to undistributed funds that is repayable to ESFA.

Bishop Cleary Catholic Multi Academy Company
Notes to the Financial Statements for the year ended 31 August 2018 (continued)

27 Post Balance Sheet Event

During the course of the year and subsequent to the year end the Multi Academy Company has been in discussions to merge with Pope John XXIII Catholic Multi Academy Company.