

Company Registration No. 08812257 (England and Wales)

ESHER LEARNING TRUST
(A COMPANY LIMITED BY GUARANTEE)

DIRECTORS' STRATEGIC REPORT AND AUDITED ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2015



ESHER LEARNING TRUST

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ESHER LEARNING TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Directors

L Beighton
H Coulson (Chair)
A Edwards (Resigned 27 February 2015)
P Price
M Boddington (Accounting officer)

Members

The Guildford Diocese Educational Trust
H Coulson
L Beighton
P Price

Senior leadership team

M Boddington	- Headteacher
H Gregory	- Deputy Headteacher
N Morris	- Deputy Headteacher
P Gower	- Deputy Headteacher
N Buckland	- School Business Manager
J Ribolla	- Assistant Headteacher
G Davies	- Assistant Headteacher
S Jay	- Assistant Headteacher
J Woodley	- Bursar

Company registration number

08812257 (England and Wales)

Registered office

Esher Church of England High School
More Lane
Esher
Surrey
KT10 8AP

Independent auditor

Wilkins Kennedy LLP
Greytown House
221-227 High Street
Orpington
Kent
BR6 0NZ

Bankers

Lloyds Bank
PO Box 1000
Andover
BX1 1LT

Solicitors

Stone King Solicitors
16 St John's Lane
London
EC1M 4BS

ESHER LEARNING TRUST

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2015

The directors present their annual report together with the accounts and independent auditor's reports of the charitable company for the period 1 September 2014 to 31 August 2015. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The Academy Trust operates an academy for pupils aged 11 to 16 serving a catchment area in Surrey. It has a pupil capacity of 1050 and had a roll of 1076 in the school census on January 2015.

Structure, governance and management

Constitution

The Academy Trust is a company limited by guarantee with no share capital (registration no. 08812257) and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Academy. The Governors act as the Trustees for the charitable activities of Esher Church of England High School and are also Directors of the charitable company for the purposes of company law. The charitable company is known as Esher Church of England High School.

Esher Learning Trust was incorporated on 12 December 2013 as a multi Academy Trust. At the period end the Trust only consisted of one school, Esher Church of England High School which obtained academy status from 1 March 2014.

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.

Principal Activities

The principal activity of the Academy is to advance for the public benefit education in the United Kingdom, in particular, but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

Method of recruitment and appointment or election of directors

The members of the Academy Trust shall comprise no less than 3 persons, nor more than 10 (including co-opted Directors. Subject to Articles 48-49, the Company shall have the following Directors: A minimum of 1 Director and up to 2 Directors appointed under Article 50; the Executive Principal; the Chair of Governors of the Local Governing Body of Esher Church of England High School and up to 2 other appointees of the Local Governing Body of Esher Church of England High School; up to 2 appointees of the other Academies operated by the Company, to be divided equally in the event that there are 2 other Academies and, in the event that there are 3 or more Academies, to be determined on a rotation system to be determined by the Members; Parent Directors if appointed under Articles 53-56 in the event that no provision is made for parent representatives on Local Governing Bodies under Article 101A. The company may also have any Co-opted Director appointed under Article 588.

The first Directors shall be those persons named in the statement delivered pursuant to sections 9 and 12 of the Companies Act 2006. The Guildford Diocese Educational Trust shall appoint no fewer than 1 Director provided that the total number of Directors appointed under this Article would not thereby exceed 25% of the total number of Directors.

The term of office for any Director (other than the co-opted Directors under Article 58) shall be 4 years, save that this time limit shall not apply to the Executive Principal. Subject to remaining eligible to be a particular type of Governor, any Governor may be re-appointed or re-elected.

Policies and procedures adopted for the induction and training of directors

During the period under review the Directors held three meetings. The Directors are all experienced members of the Local Governing Body, training and induction provided for new Directors will depend on their existing experience. All Directors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Directors.

ESHER LEARNING TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

Organisational structure

The structure consists of three levels: the Trust Board, the Local Governing Body and the Academy Senior Leadership Team. The aim of the structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Trust Board are responsible for setting general policy, adopting an annual plan and budget, monitoring the Academy by the use of budgets and making major decisions about the direction of the Academy, capital expenditure and senior staff appointments.

The Local Governing Body are responsible for Esher High School they follow a Scheme of Delegation set by the Trust. Strategic decisions are implemented at local level within the Terms of Reference as issued by the Trust.

The Academy Senior Leadership team consists of the Headteacher of the School, three Deputy Headteachers, three Assistant Headteachers, the Bursar and the School Business Manager. These leaders control the Academy at a school level implementing the policies laid down by the Trust Board and Directors and reporting back to the Local Governing Body. As a group, the Senior Leadership Team are responsible for the authorisation of spending within agreed budgets and the appointment of staff where authorised by the Headteacher. Appointments of middle and senior leader posts will require Governor input into the selection process for existing vacancies and authorisation from the Trust Board for new posts.

Related parties and other connected charities and organisations

The Academy Trust has a subsidiary company; Track Education Ltd, company No. 07887685 (incorporated 20th December 2011) Track Education was set up to deliver leadership training to other schools and also to provide "Lesson Tracker" a computerised system that can be used to support and shape whole school improvements including targeted professional development for individuals.

There is a Trust Fund for parental donations which is registered with the Charities Commission as Esher Church of England High School Trust Fund charity number 1047146.

The Academy has close links with Surrey Teaching Schools Network (STSN) a company limited by guarantee and Teach Surrey. Teach Surrey is a collaboration between Esher High School, West Hill Special School, Leatherhead and George Abbot School, Guildford; together they deliver a School Centred Initial Teacher Training programme (SCITT). The Academy works closely with both the Diocese of Guildford and Babcock 4S to provide school to school support to a range of schools in Surrey and Hampshire.

ESHER LEARNING TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

Objectives and activities

Objects and aims

The Company's objects ("the Objects") are specifically restricted to the following:

(a) 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 schools (Academies) which shall offer a broad and balanced curriculum and which shall include:

(i) Church of England schools designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship (as required by the relevant Funding Agreement), and having regard to any advice issued by the Diocesan Board of Education;

(ii) other Academies whether with or without a designated Church of England religious character;

but in relation to each of the Academies to recognise and support their individual character and respect the different background of each and its links to the local community which it serves; and

(b) to promote for the benefit of the inhabitants of the areas in which the Academies are situated and the surrounding areas the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

Our mission at Esher Church of England High School is that every student will grow in character, spirit, knowledge and skills, mindful of their part in God's creation. We strive for excellence in all that we do, in academic performance as well as personal development, in order that students and staff will fulfil their potential and be ready for future opportunities.

We will provide an environment that enables everyone to work together in an atmosphere of mutual respect, openness and trust.

Our four core values, underpinning life and learning at the school, are:

A Love of Learning
Care and Respect for Ourselves and Others
Success and its Celebration
Strive to Achieve through Effort and Determination

The following priorities are designed to help us to achieve our vision:

- Maximise student potential : Identify all underachievement at an early stage and ensure that strategies are put in place in order to maximise student potential
- Maximise staff performance in the classroom : Identify outstanding practice and ensure that it is shared with others
- Maximise Leadership potential within the school
- Remove 'Barriers to Literacy' : Improve standards of literacy across the school with special attention to boys and SEN children
- Ensure that our curriculum is fit for purpose and that it recognises the needs of our students and maximises their choice.
- Develop the provision for our Gifted and Talented students
- Ensure that SMSC is at the heart of our education experience : helping students to 'grow and develop as people' (From - Promoting and evaluating pupils' spiritual, moral, social and cultural development' - OFSTED)
- Secure outstanding behaviour
- Establish a pathway to meet and navigate the exciting challenges of a growing and changing school

Objectives, strategies and activities

ESHER LEARNING TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

Public benefit

The Directors confirm that they have referred to the guidance contained in the Charity Commission's general guidance on Public Benefit when reviewing the charity's aim and objectives and in planning future activities. In particular, the Directors consider how planned activities will contribute to the aims and objectives they have set.

Admissions Criteria

Admissions to the school are the responsibility of the Directors of the school.

The school has a catchment area and publishes full details of its admissions criteria on its website <http://www.esherhigh.surrey.sch.uk>. Details can also be requested from the school.

Strategic report

Achievements and performance

In summer 2015 the Academy gained a disappointing set of results in public examinations at GCSE in comparison to the previous year, when considering only the threshold measure of 5+ A*-C grades including English and mathematics. However, the attainment of our high ability students were the best results achieved to date, and whilst the headline figure remains an area of improvement, there is considerable context and much to celebrate as an academy.

Students enter the school with broadly average attainment. By the end of Year 11, attainment is slightly below the national average with 50% (56% 2014) attaining 5+ A*-C including English and mathematics and 59% (60% 2014) of students attaining 5+ A*-C in 2015.

In 2015 19% of exam entries were graded as A or A*, with 37% of entries being graded as B or better and 34% of students achieving 5 or more A*-B grades. 32% (33% 2014) of students gained the English Baccalaureate (Ebacc.) suite of subjects, a significantly higher proportion of the cohort than that found nationally. 18% (34% 2014) of students known to be eligible for Pupil Premium funding achieved 5+ A*-C including English and mathematics. This represents a 39% (26% 2014) in-school gap between the performance of disadvantaged students and that of others.

56% (64% 2014) of students made expected levels of progress in English and 61% (64% 2014) in mathematics; slightly below the national trend for English but broadly in line for mathematics.

15 students achieved 9 or more A/A* grades enabling some to continue their further education at established and prestigious independent schools.

Attendance has improved this year with whole school attendance at 94.44% (94.22% 2014).

The Academy was inspected by Ofsted in June 2013 and September 2013. In this 'no notice' inspection the school achieved a 'good judgement overall with an 'outstanding' judgement for behaviour.

In addition to Ofsted inspections, Church schools also undergo a denominational inspection - the Statutory Inspection of Anglican & Methodist Schools, SIAMS, which assesses the effectiveness of Church of England and Methodist schools. In 2015, Esher C of E High School's inspection judged the school as a 'good' school:

The distinctiveness and effectiveness of Esher High as a Church of England school are good
The school, through its distinctive Christian character, is good at meeting the needs of all learners
The impact of collective worship on the school community is good
The effectiveness of the leadership and management of the school as a church school is good

The National Society carried out a Statutory Inspection of Anglican and Methodists Schools Report in April 2015.

ESHER LEARNING TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

Key performance indicators

These are ambitious KPIs that we hope will bring about significant improvements on last year's results and should be seen as such. Early indications are that we are moving towards them

KPI's	Target	Actual
Attainment 8	C+	C-
Progress 8	0 (minimum)	-0.18
English Maths %	75%	52.6%
A* - A % entries	20%	18.8%
5 A*-C (inc English and Maths)	68%	50%
3 levels progress English	83%	57%
3 levels progress Maths	80%	62%
Attendance	95%	94.44%
Persistent Absence	12%	14%

Going concern

After making appropriate enquiries, the Governing Body has a reasonable expectation that the Academy Trust 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 school's income is obtained from the Education Funding Agency (EFA) in the form of recurrent grants, some of which are restricted to particular purposes. The grants received from the EFA during the period ended 31 August 2015 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the EFA. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2005), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the period ended 31 August 2015, total expenditure of £6,849k (2014: £3,357k) was met by recurrent grant funding from the EFA together with other incoming resources. The excess of expenditure over income for the period (excluding restricted fixed asset funds and transfers to restricted fixed asset funds) was £85k (2014: income over expenditure £412k).

At 31 August 2015 the net book value of fixed assets was £29,249k (2014:£24,509k). Movements in tangible fixed assets are shown in note 11 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the school's.

The Surrey County Council Pension Fund, in which the Academy participates, showed a deficit of £1,807k at 31 August 2015 (2014:£1,707k).

ESHER LEARNING TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

Reserves policy

The Directors review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Directors have determined that the appropriate level of free reserves should be equivalent to four weeks' expenditure, approximately £558k (2014: £543k).

The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. The Academy's current level of free reserves is £592k (2014: £812k) (total funds less the amount held in fixed assets and restricted funds), the Directors expect to utilise the additional reserves in the coming years.

Investment policy and powers

Under the Memorandum and Articles of Association, the Academy has the power to invest funds not immediately required for its own purposes, in any way the Directors see fit. The organisation has a positive cash balance to cover eventualities and unforeseen expenses. The banking facilities are reviewed on a regular basis.

Financial Position

The Academy held fund balances at 31 August 2015 of £28,327k (2014: £23,711k) comprising £27,735k (2014: £22,899k) of restricted funds and £592k (2014: £812k) of unrestricted general funds. Of the restricted funds, £29,249k (2014: £24,509k) is represented by tangible fixed assets.

The Pension reserve which is considered part of restricted funds was £1,807k (2014: £1,707k) in deficit.

Financial And Risk Management Objectives And Policies

The financial risks to which Esher Learning Trust is exposed relate primarily to:

- Change in government and legislation
- Potential of reduced funding and cash flow
- Reduction in student numbers

A risk arises in relation to the defined benefit pension scheme, due to the fact that there is a deficit of £1,807k (2014: £1,707k).

Principal risks and uncertainties

The Directors have assessed the major risks to which the Academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy, and its finances. The Directors have implemented a number of systems to assess risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. The Directors have introduced systems, including operational procedures and internal financial controls in order to minimise risk. Where significant financial risk still remains they have ensured they have adequate insurance cover. The Academy has an effective system of internal financial controls and this is explained in more detail in the Governance Statement on page 10.

The principal risks and uncertainties that Esher Learning Trust faces are mitigated by the risk management process that the Academy Trust has in place.

ESHER LEARNING TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

Plans for future periods

Esher Church of England High School will continue to focus on improving the outcomes for our students and ensure that students of all abilities and backgrounds are challenged and able to move on to suitable education or training.

At Esher Church of England School we take a broad view of our curriculum to ensure that it is appropriate for all our students, and are reviewing its effectiveness this year. We currently balance an academic curriculum that enables good outcomes for many of our students, yet also have more vocational pathways that suit other members of our community, and are evaluating the time and choices that students make during their career here.

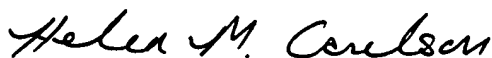
We work closely with the local primary schools through curriculum content and support as well as the Sixth Form college that many of our students go on to attend.

In order to deliver our commitment to students we provide a wide range of staff development and training. This builds on in-school, local and regional expertise to support all our staff in their learning journey.

Our facilities are excellent and we benefit from having had substantial investment in recent years including a new Sports Hall Complex, refurbished MFL, English, ICT and Geography classrooms, a Learning Hub and a dedicated Science block. We believe that all this will support excellent teaching in a first class environment.

Auditor

So far as the Directors are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) of which the academy trusts auditors are unaware, and each governor has taken all the steps that they ought to have taken as a governor in order to make them aware of any audit information and to establish that the academy trusts auditors are aware of that information.



H Coulson
Chair



ESHER LEARNING TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2015

Scope of responsibility

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

The Board has delegated the day-to-day responsibility to the CEO of the Trust, 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 Esher Learning Trust and the Secretary of State for Education. The CEO of the Trust is also responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Report of the Directors and in the Statement of Directors Responsibilities. The Board of Directors has formally met 3 times during the period. Attendance during the period at meetings of the Board of Directors was as follows:

Directors	Meetings attended	Out of possible
L Beighton	3	3
H Coulson (Chair)	3	3
A Edwards (Resigned 27 February 2015)	1	1
P Price	3	3
M Boddington (Accounting officer)	3	3

The following points are made with regards to the evaluation or review that has been undertaken during the year on the impact and effectiveness of the Board of Directors.

As is good practice and with the appointment of a new head teacher and leadership team the Esher Church of England High School Governing Body carried out a full review of governance. This included looking at governance structures (internal review), effectiveness of governance, how governors and directors engage with the school development areas.

The outcome of the review is as follows

- Existing Committee structures remain the same along with the addition of one more formal committee – Christian Ethos
- Governor visits include learning walks and from Autumn 2015 are more structured to monitor governance and progress with a revised mechanism for feedback
- Each committee arranges two visits per term

A Governor Skills audit was carried out in September 2014 to establish training needs and skill requirement for the governing body and board of trustees. The skills audit also assisted with establishing which skills would be needed in new governors and directors joining the academy trust in the future. A further skills audit will be undertaken during October 2015

Full Governing Body training took place in the autumn term of 2014 on "Academy Financial Management and School Improvement." Directors and governors attended training specific to their needs throughout the year.

Directors and leadership team carried out termly reviews of the school improvement plan priorities and evaluated the impact of the work being carried out during the year via questioning during committee meetings, data analysis, school visits, through the work of link Directors and whole school feedback. Following review of the school improvement plan specific actions were identified and actioned.

ESHER LEARNING TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

The Provision Committee is a subcommittee of the Governing Body. The committee also fulfils the role of the Audit committee and reports to the Local Governing Body and the Board of Directors. The Board of Directors intends to set up an Audit Committee. The Provision Committee's terms of reference are as follows:

- Monitor and Evaluate progress in achieving School Development Plan targets relevant to the work of the committee.
- Review and monitor those areas of Self Evaluation related to the work of the committee.
- Review and monitor the implementation of policies listed in the Provision Policy Review Schedule.
- Review in detail the Schools performance data related to the work of the committee eg Financial Benchmarking, absence and staff turnover, accidents reported, maintenance and ICT response times.
- Review stakeholder feedback related to work of this committee.
- Prepare and review financial policy statements, including consideration of long term planning and resourcing in accordance with the School Development Plan.
- Consider each year's annual management plan priorities, as defined in one year work plan.
- Set and present annual revenue and capital budgets to the Governing Body for approval.
- Monitor income and expenditure against budgets and formally report to the Governing Body at least once per term.
- Review annually the level of delegation to the Headteacher for the day-to-day financial management of the School.
- Monitor School financial controls including procedures for the placing of contracts, in line with guidance provided by the DfE for procurement in Academies 'Buying Goods and Services – schools'
- Receive and, where appropriate, respond to the periodic audit reports of all funds.(the provision committee will fulfil the functions of an audit committee until Esher learning Trust set up a separate audit committee
- To review the staffing structure and job profiles in line with the needs of the school on a regular basis.
- To convene if necessary as a Redundancy Committee to draft, in consultation with staff, trades unions and professional associations, criteria for redundancy for approval by the Governing Body.
- Review Strategic Premises Planning and ensure that the school has a current Asset Management Plan in line with DfE guidance.
- To ensure the School provides a safe and secure environment.
- To ensure the School meets the statutory Health and Safety regulations and complies with statutory fire regulations.

Attendance at meetings in the year was as follows:

Governors	Meetings attended	Out of possible
H Coulson	2	3
G Manickam	3	3
N Eggar	2	3
C Duke	3	3
P Price	3	3
A Edwards	1	1
M Boddington	3	3

Review of value for money

As accounting officer the Headteacher has responsibility for ensuring that the Academy Trust 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.

ESHER LEARNING TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

The accounting officer considers how the Academy 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 improved value for money during the year by:

Improving Educational Outcomes

We have invested in new software which allows us to regularly monitor performance of students, staff and departments enabling increased targeted intervention. The software has removed the need for manual processing in calculating whole school and departmental performance.

We have increased our provision for in-house training and have offered our courses to other schools within our locality and also to schools under the Diocese of Guildford

Financial Governance and oversight

We have continued to buy the services of a responsible officer to independently examine the records and processes within the school. All reports are presented to our Provisions Committee and to our auditors; there were 2 visits during the year. We have reviewed the requirement of this service and feel that "buying in" provides a much clearer independent service. We will review this contract each year and will take into account the views of our governors.

Contracts are continually reviewed using the principles of best value. The outcome of this review for specific contracts is presented to the Provisions Committee.

The Esher High School Provision committee continues to fulfil the functions of an audit committee, as currently the school is a single academy within a Multi Academy Trust.

We completed a benchmarking exercise where we compared our staffing structures with a similar sized school. The results of this exercise will be used to ensure that our staffing structures are both value for money and provide our students with a safe, clean, caring and stimulating environment.

Purchasing, the efficient and effective use of resources

We have provided a web based system for budget holders to ensure they can access and monitor their budgets at all times and from any location.

All orders are authorised by the school bursar to ensure they have followed the school's purchasing procedures.

Contracts are reviewed on a rolling basis and the outcome of this review is presented to the Provisions Committee. During the period of the accounts the following contracts were reviewed:

- Insurance.- The school has opted in to the DfE's risk protection arrangement as academies no longer receive funding to pay for additional insurance costs.
- We have increased the service provided by the local authority for our education welfare officer. This service works with our school, students and families and has helped to improve attendance.

Income Generation

We are continuing to hire out our facilities and have increased our regular lettings.

Cash flow forecasts are used to identify and invest surplus cash balances to maximise bank interest receivable.

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 Esher Learning Trust for the year ended 31 August 2015 and up to the date of approval of the annual report and financial statements.

ESHER LEARNING TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

Capacity to handle risk

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

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Governing Body;
- regular reviews by the Provision 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; and
- the identification and management of risks.

The Directors have considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Provision Committee have appointed CEFM, to complete the work programme for the internal auditor. CEFM's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. In particular the checks carried out in the current period include:

- Testing of control systems
- Testing of control account/ bank reconciliation
- Review of policies and procedures and adherence thereon
- Review of governance and training of Governors

The role includes performing a range of checks on the Academy Trust's financial systems.

On a termly basis, the Internal Auditor reports to the Board on the operation of the systems of control and on the discharge of the Board's financial responsibilities. All small areas were reviewed and action taken as suggested by the Internal Auditor.

All planned work was carried out and no material control issues were discovered.

Review of effectiveness

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

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

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

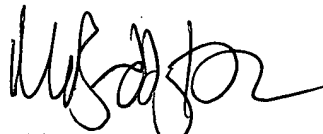
ESHER LEARNING TRUST

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

Approved by order of the board of directors on 3/12/15 and signed on its behalf by:



H Coulson
Chair



M Boddington
Accounting officer

ESHER LEARNING TRUST

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

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

I confirm that I and the academy trust board of Directors 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 irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the Board of Directors and the EFA.

Approved on 3/12/15 and signed by:



M Boddington
Accounting Officer

ESHER LEARNING TRUST

STATEMENT OF DIRECTORS' RESPONSIBILITIES

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

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

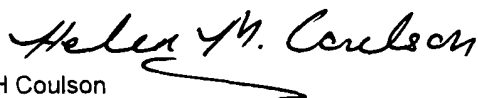
In preparing these accounts, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2005;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

Approved by order of the board of directors on 3/12/15 and signed on its behalf by:



H Coulson
Chair

ESHER LEARNING TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ESHER LEARNING TRUST

We have audited the accounts of Esher Learning Trust for the year ended 31 August 2015 set out on pages 20 to 39. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Academies Accounts Direction 2014 to 2015 issued by the EFA.

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

Respective responsibilities of directors and auditors

As explained more fully in the Directors' Responsibilities Statement set out on page 15, the directors, who also act as trustees for the charitable activities of Esher Learning Trust, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view.

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

Scope of the audit of the accounts

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

Opinion on accounts

In our opinion the accounts:

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

Opinion on other matter prescribed by the Companies Act 2006

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

ESHER LEARNING TRUST

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF ESHER LEARNING TRUST

Matters on which we are required to report by exception

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

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

Wilkins Kennedy LLP

Michelle Wilkes (Senior Statutory Auditor)

For and on behalf of Wilkins Kennedy LLP

Chartered Accountants

Statutory Auditor

Greytown House

221-227 High Street

Orpington

Kent

BR6 0NZ

Dated: *9/12/15*

ESHER LEARNING TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ESHER LEARNING TRUST AND THE EDUCATION FUNDING AGENCY

In accordance with the terms of our engagement letter dated 22 September 2014 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2014 to 2015, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Esher Learning Trust during the period 1 September 2014 to 31 August 2015 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Esher Learning Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Esher Learning Trust's funding agreement with the Secretary of State for Education dated 28 February 2014 and the Academies Financial Handbook, extant from 1 September 2014, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

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

ESHER LEARNING TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ESHER LEARNING TRUST AND THE EDUCATION FUNDING AGENCY (CONTINUED)

Conclusion

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

Wilkins Kennedy LLP

Reporting Accountant

Wilkins Kennedy LLP
Greytown House
221-227 High Street
Orpington
Kent
BR6 0NZ

Dated: *9/12/15*

ESHER LEARNING TRUST

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

		Unrestricted funds	Restricted funds	Fixed Asset funds	Total 2015 Year £	Total 2014 6 months £
Incoming resources	Notes	£	£	£		
<i>Resources from generated funds</i>						
- Voluntary income	2	1	239	-	240	158
- Inherited on conversion		-	-	5,000	5,000	24,074
- Activities for generating funds	3	263	-	-	263	83
- Investment income	4	2	-	-	2	-
<i>Resources from charitable activities</i>						
- Funding for educational operations	5	-	5,942	-	5,942	3,092
Total incoming resources		266	6,181	5,000	11,447	27,407
Resources expended						
<i>Costs of generating funds</i>						
<i>Charitable activities</i>						
- Educational operations	7	50	6,466	317	6,833	3,309
Governance costs	8	-	16	-	16	48
Total resources expended	6	50	6,482	317	6,849	3,357
Net incoming/(outgoing) resources before transfers		216	(301)	4,683	4,598	24,050
Gross transfers between funds		(436)	379	57	-	-
Net income/(expenditure) for the year		(220)	78	4,740	4,598	24,050
Other recognised gains and losses						
Actuarial gains/(losses) on defined benefit pension scheme	18	-	18	-	18	(339)
Net movement in funds		(220)	96	4,740	4,616	23,711
Fund balances at 1 September 2014		812	(1,610)	24,509	23,711	-
Fund balances at 31 August 2015		592	(1,514)	29,249	28,327	23,711

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

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

ESHER LEARNING TRUST

BALANCE SHEET

AS AT 31 AUGUST 2015

	Notes	2015 £	£	2014 £	£
Fixed assets					
Tangible assets	11		29,249		24,509
Current assets					
Stocks	12	16		6	
Debtors	13	138		605	
Cash at bank and in hand		1,127		801	
		<u>1,281</u>		<u>1,412</u>	
Current liabilities					
Creditors: amounts falling due within one year	14	(396)		(503)	
Net current assets			885		909
Net assets excluding pension liability			30,134		25,418
Defined benefit pension liability	18		(1,807)		(1,707)
Net assets			<u>28,327</u>		<u>23,711</u>
Funds of the Academy Trust:					
Restricted funds	16				
- Fixed asset funds			29,249		24,509
- General funds			293		97
- Pension reserve			(1,807)		(1,707)
Total restricted funds			<u>27,735</u>		<u>22,899</u>
Unrestricted income funds	16		592		812
Total funds			<u>28,327</u>		<u>23,711</u>

The accounts were approved by order of the board of directors and authorised for issue on 3/12/15

Helen M. Coulson

H Coulson
Chair

Company Number 08812257

ESHER LEARNING TRUST

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2015

	Notes	2015 Year £	2014 6 months £
Net cash inflow from operating activities	19	381	848
Returns on investments and servicing of finance			
Investment income	2	-	-
Net cash inflow from returns on investments and servicing of finance		2	-
		383	848
Capital expenditure and financial investments			
Payments to acquire tangible fixed assets	(57)	(47)	(47)
Net cash flow from capital activities		(57)	(47)
Increase in cash	20	326	801

ESHER LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2015

1 Accounting policies

1.1 Basis of preparation

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

1.2 Going concern

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

1.3 Incoming resources

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

Grants receivable

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

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

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

Donations

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

Other income

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

Donated services and gifts in kind

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

Interest receivable

Interest receivable is included within the statement of financial activities on a receivable basis.

ESHER LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

1 Accounting policies

(Continued)

1.4 Resources expended

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

Costs of generating funds

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

Charitable activities

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

Governance costs

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Tangible fixed assets and depreciation

Assets costing less than £ £2,000 or group of the same assets amounting to £3000 are written off in the year of acquisition. All other assets are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

In accordance with the accounting treatment set out by the Academies accounts direction the land and buildings have been included as an asset in the financial statements.

The land and buildings have been included at the valuation provided by the EFA when completing their desktop valuation.

The academy has a legal arrangement for the use of the land and buildings under a church supplemental agreement. This is a rolling agreement with a minimum two years written notice period for termination, no such notice has been given at the date of signing the accounts.

The academy also has a 125 year lease with Surrey County Council on the land used as playing fields.

ESHER LEARNING TRUST

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

1 Accounting policies

(Continued)

Depreciation

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:

Land and buildings	Buildings 2%; Land is not depreciated
ICT equipment	33.3%
Fixtures, fittings & equipment	25%

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

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

1.6 Leasing commitments

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

1.7 Stock

Stock is valued at the lower of cost and net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal. Provision is made for obsolete and slow moving stock.

1.8 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 chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.9 Pensions benefits

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the 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 quinquennial valuations using a prospective benefit method. As stated in Note 18, the TPS is a multi-employer scheme and the Academy Trust is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions are recognised as they are paid each year.

ESHER LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

1 Accounting policies

(Continued)

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

1.10 Fund accounting

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

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

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

2 Voluntary income

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Other donations	1	239	240	158
	<u>1</u>	<u>239</u>	<u>240</u>	<u>158</u>

3 Activities for generating funds

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Hire of facilities	22	-	22	6
Catering income	25	-	25	-
Other income	216	-	216	77
	<u>263</u>	<u>-</u>	<u>263</u>	<u>83</u>

4 Investment income

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Short term deposits	2	-	2	-
	<u>2</u>	<u>-</u>	<u>2</u>	<u>-</u>

ESHER LEARNING TRUST

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

5 Funding for the Academy Trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
DfE / EFA grants				
General annual grant (GAG)	-	5,371	5,371	2,672
Start up grants	-	-	-	25
Other DfE / EFA grants	-	390	390	117
	<u>-</u>	<u>5,761</u>	<u>5,761</u>	<u>2,814</u>
Other government grants				
Local authority grants	-	181	181	277
	<u>-</u>	<u>181</u>	<u>181</u>	<u>277</u>
Other funds				
Other incoming resources	-	-	-	1
	<u>-</u>	<u>-</u>	<u>-</u>	<u>1</u>
Total funding	<u>-</u>	<u>5,942</u>	<u>5,942</u>	<u>3,092</u>

6 Resources expended

	Staff costs £	Premises & equipment £	Other costs £	Total 2015 £	Total 2014 £
Academy's educational operations					
- Direct costs	3,271	266	603	4,140	1,965
- Allocated support costs	1,856	248	589	2,693	1,344
	<u>5,127</u>	<u>514</u>	<u>1,192</u>	<u>6,833</u>	<u>3,309</u>
Other expenditure					
Governance costs	-	-	16	16	48
	<u>-</u>	<u>-</u>	<u>16</u>	<u>16</u>	<u>48</u>
Total expenditure	<u>5,127</u>	<u>514</u>	<u>1,208</u>	<u>6,849</u>	<u>3,357</u>
Net income/(expenditure) for the year includes:				2015	2014
				£	£
Operating leases					
- Plant and machinery				3	4
Fees payable to auditor					
- Audit				9	8
- Other services				4	-
				<u>16</u>	<u>12</u>

ESHER LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

7 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Direct costs				
Teaching and educational support staff costs	-	3,247	3,247	1,543
Depreciation	-	266	266	166
Technology costs	-	44	44	11
Educational supplies and services	-	382	382	188
Examination fees	-	84	84	18
Staff development	-	24	24	12
Educational consultancy	-	90	90	24
Other direct costs	-	3	3	3
	-	4,140	4,140	1,965
Allocated support costs				
Support staff costs	-	1,856	1,856	876
Depreciation	-	51	51	15
Technology costs	-	31	31	24
Recruitment and support	-	50	50	28
Maintenance of premises and equipment	-	197	197	184
Cleaning	-	9	9	4
Energy costs	-	82	82	41
Rent and rates	-	39	39	17
Insurance	-	35	35	20
Security and transport	-	6	6	17
Catering	25	25	50	20
Interest and finance costs	-	45	45	22
Other support costs	25	217	242	76
	50	2,643	2,693	1,344
Total costs	50	6,783	6,833	3,309

8 Governance costs

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Legal and professional fees	-	3	3	40
Auditor's remuneration				
- Audit of financial statements	-	9	9	8
- Other audit costs	-	4	4	-
	-	16	16	48

ESHER LEARNING TRUST

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

9 Staff costs

	2015 £	2014 £
Wages and salaries	3,888	1,973
Social security costs	494	132
Other pension costs	451	214
	<u>4,833</u>	<u>2,319</u>
Supply teacher costs	233	88
Compensation payments	13	-
Staff development and other staff costs	48	24
	<u>5,127</u>	<u>2,431</u>

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

	2015 Number	2014 Number
Teachers	9	9
Administration and support	53	53
Management	73	72
	<u>135</u>	<u>134</u>

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

	2015 Number	2014 Number
£60,001 - £70,000	2	1
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-
£100,001 - £110,000	-	1
	<u>-</u>	<u>1</u>

Of the employees above, the number participating in pension schemes and the employers' contributions paid on their behalf were as follows:

		2015	2014
Teachers' Pension Scheme	Numbers	2	2
	£	20	13
Local Government Pension Scheme	Numbers	1	1
	£	13	7

Included in compensation payments is a non-contractual severance payment totalling £13,000 (2014: £Nil).

ESHER LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2015

10 Directors' remuneration and expenses

The Headteacher and other staff directors only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff, and not in respect of their services as directors. Other directors did not receive any payments (2014: £Nil).

The value of directors' remuneration was as follows:

M Boddington(Headteacher appointed 1 September 2014)
 Remuneration £80,000 - £85,000 (2014: £nil)
 Employers Pension Contributions £10,000 - £15,000 (2014: £nil)

S Morris (Headteacher to 31 August 2014)
 Remuneration £Nil (2014: £95,000 - £100,000)
 Employers Pension Contributions £Nil (2014: £5,000 - £10,000)

During the year, hospitality payments totalling £89 (2014: £nil) were reimbursed to one director (2014: no directors).

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

Directors' and officers' insurance

The academy trust has opted into the Department of Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £10,000,000. It is not possible to quantify the trustees and officers indemnity element from the overall cost of the RPA scheme.

11 Tangible fixed assets

	Land and buildings	ICT equipment	Fixtures, fittings & equipment	Total
	£	£	£	£
Cost				
At 1 September 2014	24,589	47	54	24,690
Additions	5,000	57	-	5,057
	<u>29,589</u>	<u>104</u>	<u>54</u>	<u>29,747</u>
At 31 August 2015	29,589	104	54	29,747
Depreciation				
At 1 September 2014	166	8	7	181
Charge for the year	266	38	13	317
	<u>432</u>	<u>46</u>	<u>20</u>	<u>498</u>
At 31 August 2015	432	46	20	498
Net book value				
At 31 August 2015	<u>29,157</u>	<u>58</u>	<u>34</u>	<u>29,249</u>
At 31 August 2014	<u>24,423</u>	<u>39</u>	<u>47</u>	<u>24,509</u>

Included within land and buildings is land valued at £16,283,000 which is not depreciated.

ESHER LEARNING TRUST

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

11 Tangible fixed assets

(Continued)

The £5,000,000 addition to land and buildings in the year relates to the work completed on the school by the Local Authority, which was transferred to the Academy on completion.

12 Stocks	2015 £	2014 £
Goods for resale	16	6
	<u>16</u>	<u>6</u>
13 Debtors	2015 £	2014 £
Trade debtors	18	275
VAT recoverable	30	106
Other debtors	-	167
Prepayments and accrued income	90	57
	<u>138</u>	<u>605</u>
14 Creditors: amounts falling due within one year	2015 £	2014 £
Trade creditors	105	115
Taxes and social security costs	79	79
Other creditors	75	73
Accruals	80	199
Deferred income	57	37
	<u>396</u>	<u>503</u>
15 Deferred income	2015 £	2014 £
Deferred income is included within:		
Creditors due within one year	57	37
	<u>57</u>	<u>37</u>
Total deferred income at 1 September 2014	37	-
Amounts credited to the Statement of Financial Activities	(37)	-
Amounts deferred in the year	57	37
	<u>57</u>	<u>37</u>
Total deferred income at 31 August 2015	57	37

At the balance sheet date, the Academy Trust was holding funds received in advance for trips occurring after the year end and rate rebates relating to rates payable after the year end.

ESHER LEARNING TRUST

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

16 Funds

	Balance at 1 September 2014 £	Incoming resources £	Resources expended £	Gains, losses & transfers £	Balance at 31 August 2015 £
Restricted general funds					
General Annual Grant	-	5,371	(5,750)	379	-
Other DfE / EFA grants	-	390	(219)	-	171
Other government grants	97	181	(156)	-	122
Other restricted funds	-	239	(239)	-	-
	<u>97</u>	<u>6,181</u>	<u>(6,364)</u>	<u>379</u>	<u>293</u>
Funds excluding pensions	97	6,181	(6,364)	379	293
Pension reserve	(1,707)	-	(118)	18	(1,807)
	<u>(1,610)</u>	<u>6,181</u>	<u>(6,482)</u>	<u>397</u>	<u>(1,514)</u>
Restricted fixed asset funds					
Inherited fixed asset fund	24,470	5,000	-	(29,470)	-
General fixed asset fund	39	-	(317)	29,527	29,249
	<u>24,509</u>	<u>5,000</u>	<u>(317)</u>	<u>57</u>	<u>29,249</u>
Total restricted funds	<u>22,899</u>	<u>11,181</u>	<u>(6,799)</u>	<u>454</u>	<u>27,735</u>
Unrestricted funds					
General funds	812	266	(50)	(436)	592
	<u>812</u>	<u>266</u>	<u>(50)</u>	<u>(436)</u>	<u>592</u>
Total funds	<u>23,711</u>	<u>11,447</u>	<u>(6,849)</u>	<u>18</u>	<u>28,327</u>

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

General Annual Grant: Income received from the EFA to cover the normal running costs of the Academy.

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

Other DfE/EFA grants: This includes the pupil premium, summer school, rates relief, Yr 7 catch up, teacher school grants and the devolved formula capital grant.

Other government grants: This includes SEN funding and additional pupil premium received from the Local Authority.

Other restricted funds: This includes contributions to school trips.

The transfer of funds relate to the purchase of fixed assets during the period.

ESHER LEARNING TRUST

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

17 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Fixed asset funds	Total funds
	£	£	£	£
Fund balances at 31 August 2015 are represented by:				
Tangible fixed assets	-	-	29,249	29,249
Current assets	592	689	-	1,281
Creditors falling due within one year	-	(396)	-	(396)
Defined benefit pension liability	-	(1,807)	-	(1,807)
	<u>592</u>	<u>(1,514)</u>	<u>29,249</u>	<u>28,327</u>

18 Pensions 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 Surrey County Council. Both are multi-employer defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and that of the LGPS related to the period ended 31 March 2013.

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

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

ESHER LEARNING TRUST

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

18 Pensions and similar obligations

(Continued)

The key elements of the valuation and subsequent consultation are:

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

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

The pension costs paid to the TPS in the period amounted to £558k (2014: £279k).

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

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

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 32% for employers and 5.5 to 12.5% for employees. The estimated value of employer contributions for the forthcoming year is £288k.

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

Contributions made	2015 £	2014 £
Employer's contributions	284	38
Employees' contributions	77	141
	<hr/>	<hr/>
Total contributions	361	179
	<hr/>	<hr/>
Principal actuarial assumptions	2015 %	2014 %
Rate of increase in salaries	4.1	4.0
Rate of increase for pensions in payment	2.7	2.7
Discount rate for scheme liabilities	3.8	3.7
Inflation assumption (CPI)	3.0	2.8
	<hr/>	<hr/>

ESHER LEARNING TRUST

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

18 Pensions and similar obligations

(Continued)

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

	2015 Years	2014 Years
Retiring today		
- Males	22.5	24.5
- Females	24.6	26.9
Retiring in 20 years		
- Males	24.5	22.5
- Females	26.9	24.6

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

	2015 Expected return %	2015 Fair value £	2014 Expected return %	2014 Fair value £
Equities	3.8	1,083	6.3	819
Bonds	3.8	249	3.2	181
Cash	3.8	29	3.3	11
Property	3.8	102	4.5	53
Total market value of assets		1,463		1,064
Present value of scheme liabilities - funded		(3,270)		(2,771)
Net pension asset / (liability)		(1,807)		(1,707)

The return on the fund (on a bid value to bid value basis) for the period to 31 August 2015 is estimated to be 3.1% (2014: 5.7%). This is based on the estimated fund value used at the previous accounting date and the estimated fund value used at this accounting date. The actual return on scheme assets was £70k (2014: £27k).

ESHER LEARNING TRUST

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

18 Pensions and similar obligations

(Continued)

Amounts recognised in the statement of financial activities

	2015 £	2014 £
Operating costs/(income)		
Current service cost (net of employee contributions)	357	42
Past service cost	-	-
	<u>357</u>	<u>42</u>
Total operating charge	<u>357</u>	<u>42</u>
Finance costs/(income)		
Expected return on pension scheme assets	(70)	(27)
Interest on pension liabilities	115	49
	<u>45</u>	<u>22</u>
Net finance costs/(income)	<u>45</u>	<u>22</u>
Total charge/(income)	<u>402</u>	<u>64</u>

Actuarial gains and losses recognised in the statement of financial activities

	2015 £	2014 £
Actuarial (gains)/losses on assets: actual return less expected	32	(30)
Experience (gains)/losses on liabilities	(50)	369
(Gains)/losses arising from changes in assumptions	-	-
	<u>(18)</u>	<u>339</u>
Total (gains)/losses	<u>(18)</u>	<u>339</u>
Cumulative (gains)/losses to date	<u>(18)</u>	<u>-</u>

Movements in the present value of defined benefit obligations

	2015 £	2014 £
Obligations at 1 September 2014	(2,771)	-
Obligations acquired on conversion	-	(2,170)
Current service cost	(357)	(145)
Interest cost	(110)	(49)
Contributions by employees	(77)	(38)
Actuarial gains/(losses)	50	(369)
Curtailements and settlements	(5)	-
	<u>(3,270)</u>	<u>(2,771)</u>
At 31 August 2015	<u>(3,270)</u>	<u>(2,771)</u>

ESHER LEARNING TRUST

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

18 Pensions and similar obligations

(Continued)

Movements in the fair value of scheme assets

	2015 £	2014 £
Assets at 1 September 2014	1,064	-
Assets acquired on conversion	-	828
Expected return on assets	70	27
Actuarial gains/(losses)	(32)	30
Contributions by employers	284	38
Contributions by employees	77	141
	<u>1,463</u>	<u>1,064</u>
At 31 August 2015	<u>1,463</u>	<u>1,064</u>

History of experience gains and losses

	2015 £	2014 £
Present value of defined benefit obligations	(3,270)	(2,771)
Fair value of share of scheme assets	1,463	1,064
	<u>(1,807)</u>	<u>(1,707)</u>
Experience adjustment on scheme assets	(32)	30
Experience adjustment on scheme liabilities	50	(369)
	<u>18</u>	<u>(339)</u>

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

	2015 £	2014 £
Net income	4,598	24,050
Net deficit/(surplus) transferred on conversion	(5,000)	(24,074)
Investment income	(2)	-
Defined benefit pension costs less contributions payable	73	4
Defined benefit pension finance costs/(income)	45	22
Depreciation of tangible fixed assets	317	181
(Increase)/decrease in stocks	(10)	(6)
(Increase)/decrease in debtors	467	(605)
Increase/(decrease) in creditors	(107)	503
Stocks, debtors and creditors transferred on conversion	-	773
	<u>381</u>	<u>848</u>
Net cash inflow/(outflow) from operating activities	<u>381</u>	<u>848</u>

ESHER LEARNING TRUST

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

20	Reconciliation of net cash flow to movement in net funds	2015 £	2014 £
	Increase/(decrease) in cash	326	801
	Net funds at 1 September 2014	801	-
	Net funds at 31 August 2015	<u>1,127</u>	<u>801</u>

21	Analysis of net funds	At 1 September 2014 £	Cash flows £	Non-cash changes £	At 31 August 2015 £
	Cash at bank and in hand	<u>801</u>	<u>326</u>	<u>-</u>	<u>1,127</u>

22 Contingent liabilities

During the period of the Funding Agreement, in the event of the sale or disposal by other means of any asset for which a Government capital grant was received, the Academy is required either to re-invest the proceeds or to repay to the Education Funding Agency the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

Upon termination of the Funding Agreement, whether as a result of the Secretary of State or the Academy serving notice, the Academy shall repay to the Secretary of State sums determined by reference to:

- the value at that time of the Academy's site and premises and other assets held for the purpose of the Academy; and
- the extent to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the Funding Agreement.

23 Commitments under operating leases

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

	2015 £	2014 £
Expiry date:		
- Within one year	3	-
- Between two and five years	-	4
	<u>3</u>	<u>4</u>

ESHER LEARNING TRUST

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

24 Related parties

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

During the prior year the academy invoiced £17,945, for services provided to run training courses and for completion of the finance and administrative role to Track Ed an 100% owned subsidiary. At the year end the subsidiary owed the academy £7,945.

The Academy invoiced £13,000 (2014: £2,025) to and was invoiced £1,532 (2014: £nil) from Surrey Teaching Schools Network (STSN), S Morris and A Edwards, directors of the academy are also directors of STSN. No amounts were due at the year end.

The Academy invoiced £7,440 (2014: £nil) to East Molesey Cricket Club (EMCC) in respect of lettings, John Elworthy, a governor of the academy is also a Chairman of EMCC. No amounts were due at the year end.

25 Members' liability

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