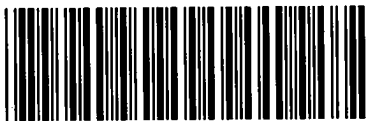


Company Registration No. 08878604 (England and Wales)

WHITEFIELD ACADEMY TRUST
(A COMPANY LIMITED BY GUARANTEE)

DIRECTORS' REPORT AND AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

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WHITEFIELD ACADEMY TRUST

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WHITEFIELD ACADEMY TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Directors

C B Sheppard OBE (Chair of Directors)
O D O'Regan
J L Meyer (Resigned 16 May 2017)
J C Hogan
E M Colquhoun OBE (Accounting Officer)
P J Sams
R L Kramer
L M Hutchinson

Members

J L Meyer
C D B Sheppard OBE
O D O'Regan
J C Hogan (ceased to be a member 1 April 2017)
S Urwin (appointed 1 April 2017)
D Malcolm (appointed 1 April 2017)

Senior leadership team

E Colquhoun OBE	- CEO of Whitefield Academy Trust
L Pease	- Principal of Whitefield Schools
E Dimopoulou	- Vice Principal of Whitefield Schools
M Lawson	- Head of Margaret Brearley School
J Sweeney	- Head of Peter Turner Primary
E Smith	- Head - Niels Chapman Secondary
I Cox	- Headteacher - Joseph Clarke School
C Filali-Moutei	- Deputy Headteacher Secondary Joseph Clarke School
G O'Grady	- Director of Teaching School
G Ansong	- Chief Financial Officer - Whitefield Academy Trust
U Austin	- Head of Administration
J O'Reilly	- Site Services Manager
P Hunter	- Human Resources Manager
L Boyse	- Deputy Headteacher- Primary Joseph Clarke School

Company secretary

G Ansong

Company registration number

08878604 (England and Wales)

Registered office

MacDonald Road
Walthamstow
London
E17 4AZ

Academies operated

Joseph Clarke School
Whitefield Schools

Location

London
London

Headteacher

I Cox
L Pease

WHITEFIELD ACADEMY TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Independent auditor

Wilkins Kennedy LLP
1-5 Nelson Street
Southend on Sea
Essex
SS1 1EG

Bankers

Barclays Bank Plc
Woodford Broadway Branch
33 The Broadway
Woodford Green
IG8 0HJ

Solicitors

Winckworth Sherwood LLP
Minerva House
5 Montague Close
London
SE1 9BB

WHITEFIELD ACADEMY TRUST

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2017

The directors present their annual report together with the financial statements and independent auditor's report of the charitable company for the period 1 September 2016 to 31 August 2017. 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 3 to 19 serving a catchment area in Waltham Forest. It has a pupil capacity of 450 and had a roll of 439 in the school census in January 2017.

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee with no share capital (registration no. 08878604) and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust.

Whitefield Academy Trust was incorporated on 6 February 2014 and is made up of two academies. The Academies kept their original names, Whitefield Schools and Joseph Clarke School. The Academies obtained academy status from 1 April 2014.

The directors are the trustees of Whitefield Academy Trust and are also the directors of the charitable company for the purposes of company law. Details of the directors who served during the year are included in the Reference and Administrative Details on page 1.

Members' liability

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

Directors' indemnities

The directors are indemnified in respect of their legal liability for financial loss arising as a result of a negligent act, accidental error or omission in the course of their official duties. As explained in Note 10 to the Financial Statements the limit of the indemnity is £10,000,000.

Method of recruitment and appointment or election of directors

The members of the Academy Trust shall comprise the signatories to the Memorandum, the chairman of the Directors, the vice chairman of the Directors, the Academy Directors appointed pursuant to Article 51 and any person appointed under Article 16.

The number of Directors shall be not less than three, but shall not be subject to any maximum. The Academy Trust shall have the following: Directors appointed under Article 50; any Staff Directors or Principals, appointed under Article 50A; Academy Directors appointed under Article 51; the Chief Executive Officer, Parent Directors if appointed under Articles 53-56. The Academy may also have any Co-opted Directors appointed under Article 58.

Each of the persons entitled to appoint members above shall have the right, from time to time by written notice delivered to the Office, to remove any Member appointed by them and to appoint a replacement member to fill a vacancy whether resulting from such removal or otherwise.

The term of office for any Director shall be four years, and Academy Directors (chair of the Local Governing Bodies), one year save that this time limit shall not apply to the Chief Executive Officer. Subject to remaining eligible to be a particular type of Director, any Director may be re-appointed or re-elected.

On conversion to academy on 1 April 2014, the directors were chosen from the two local Governing Bodies including the Chairpersons. Additional directors were recruited from the industry, academia and the community based on the skills needed to augment that already represented on the board. The board has decided to use the services of the Academy Ambassadors in all future recruitments to strengthen the board.

WHITEFIELD ACADEMY TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Policies and procedures adopted for the induction and training of directors

During the year under review the Strategic Board of Directors held eight meetings. The training and induction provided for new Directors will depend on their existing experience. All new Directors will be given a tour of the Academy and the chance to meet with staff and students. All relevant Directors are provided with copies of the constitution, policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Directors. Directors are experienced in relevant skills needed to contribute to the management of the Academy. All of the directors had training in Positive Behavioural Support under safeguarding during the period. They are also briefed on the updates in the Academies Financial Handbook every October and interim if necessary.

Organisational structure

The structure consists of four management levels: the Strategic Board of Directors, the two Local Governing Bodies until 31 March 2017. From 1 April 2017 the Advisory Councils replaced the Local Governing Bodies, the Senior Leadership Team and the Management Development Team. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Strategic Board of Directors 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. They also constitute the Audit Committee which receives and reviews the statutory audit reports and the internal audit reports.

The Senior Leadership Team consists of the Chief Executive Officer, Principal, Vice Principal, Heads of Schools and the Director of Teaching School. The Management Development Team consists of the Chief Executive Officer, Principal, Head Teacher- Joseph Clarke School, Heads of Schools, the Chief Financial Officer, Head of Administration and the Site Services Manager. These leaders control the Academy at a school level implementing the policies laid down by the Strategic Board of Directors and reporting back to the Directors. As a group, the Senior Leadership Team is responsible for the authorisation of spending within agreed budgets and the appointment of staff where authorised by the Chief Executive Officer. Appointments of senior leadership posts will require Directors' authorisation for existing vacancies and authorisation from the Strategic Board of Directors for new posts.

The Local Governing Bodies/ The Advisory Councils provide advisory services to the Strategic Board of Directors. They also attend Focus Groups, which are groups created to work on key curriculum initiatives, to have input into the groups and to maintain close links between the schools, the Local Governing Bodies and the Strategic Board of Directors.

A new scheme of delegation was operational from 1 April 2017.

Arrangements for setting pay and remuneration of key management personnel

It is the policy of the directors that the process of setting pay and conditions of Key Management Personnel will be transparent and for teachers, in line with the national pay scales and conditions. The process of determining and setting the pay and conditions of all other Key Management Personnel will involve independent consultants and will be in line with pay and conditions of similar posts in the academy setting. The Board of Directors will review, and if necessary re-determine the pay ranges where there has been a significant change in responsibilities.

WHITEFIELD ACADEMY TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Related parties and other connected charities and organisations

Whitefield Schools is sponsor to Joseph Clarke School, operating across two main sites and five satellite sites- Waltham Forest College, Highams Park Academy and Whips Cross Hospital, all within the London Borough of Waltham Forest and Royal London Hospital, Whitechapel. The last two being for Project Search.

The Whitefield Research and Development Centre is an integral part of Whitefield Academy Trust with its own separate building. The Teaching School is in partnership with the East London University and Kingston University to provide Post-Graduate courses to Masters Qualification level. The Teaching School is also in partnership with East London University and the National College for Teaching and Leadership (NCTL) under the School Direct - Initial Teacher Training Programme. Participating alliance schools within the School Direct - Initial Teacher Training Programme include William Morris School, Joseph Clarke School, Treehouse School, Belmont Park School, Chingford Foundation School, Heathcote School, and Higham's Park School, Hillingdon Manor School, Brookfield House School and many other associated schools.

Whitefield Development Trust is a charitable company which provides substantial financial support for the Academy Trust in terms of grants for capital projects and courses. During the period under review, the Whitefield Development Trust provided a grant of £32k for various capital works around the Whitefield Schools.

Objectives and activities

Objects and aims

The principal object of the Academy is specifically restricted to the following:

- to advance the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by i) establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum or educational institutions which are principally concerned with providing full-time or part-time education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not for any period receive suitable education unless alternative provision is made for them or 16 to 19 Academies offering a curriculum appropriate to the needs of its students or schools specially organised to make special educational provision for pupils with Special Educational Needs; and ii) providing child care facilities and adult training to develop the capacity and skills of parents-to-be and parents with children primarily but not exclusively under five in such a way that they are better able to identify and help meet the needs of children;
- promoting in the areas served by the Academies the physical, intellectual and social development of primarily but not exclusively children under five especially those who are socially and economically disadvantaged;
- developing the capacity and skills of those inhabitants of the areas served by the Academies who are socially and economically disadvantaged in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society;
- relieving poverty among the inhabitants of the areas served by the Academies;
- relieving unemployment in the areas served by the Academies for the benefit of the public in such ways as may be thought fit, including assistance to find employment;
- advancing the health of the inhabitants of the areas served by the Academies; and
- providing recreational and leisure time facilities in the interests of social welfare for the inhabitants of the areas served by the Academies especially those who have need of such facilities by reason of their youth, age, infirmity or disablement, poverty 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 said inhabitants.

WHITEFIELD ACADEMY TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Equal Opportunities policy

The Trust recognises that equal opportunities should be an integral part of good practice within the workplace. It will not discriminate against adults applying for a job at the school or treat staff less favourably in terms of conditions, promotions, transfers, dismissals, training and other employment practices on grounds of gender, gender reassignment, race, disability, sexual orientation, religion, age, pregnancy/maternity or marriage/civil partnership.

Disabled persons

The Trust complies fully with the Equality Act 2010 regulations and is equipped to welcome and/or teach any child or adult with a disability where possible. The Directors have adopted an updated Equality policy in light of recommendations related to the 2010 Act.

Whitefield Academy Trust's recruitment policy in relation to disabled persons.

The Academy recognises the value of a diverse workforce which includes people from different backgrounds with different skills and abilities. The Academy is committed to ensuring that the recruitment and selection of all who work within the Academy is conducted in a manner that is systematic, efficient, and effective and promotes equality of opportunity. The Academy will uphold its obligation under law and national collective agreements not to discriminate against applicants for employment on the grounds of age, sex, sexual orientation, marital status, disability, race, colour, nationality, ethnic origin, religion or creed.

As part of the recruitment process the Academy carries out monitoring in relation to disability, ethnic origin and gender of all job applications for all posts.

if applicants are invited for interview we ask if there are any arrangements we can make e.g. parking, ground floor venue.

Any staff with a disability will receive training that is available to all staff. Training opportunities are discussed during day to day management and performance appraisals and if it has been highlighted that staff need any reasonable adjustments the Academy will ensure this is carried out.

Promotional opportunities are available to all staff including staff who have a disability. Reasonable adjustments will be put in place to ensure that every opportunity is given to a member of staff with a disability to progress in their career.

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. The two schools within the Academy Trust admit pupils from the London Borough of Waltham Forest and approximately fifteen other London boroughs.

For the Academy Trust's Admission Process, please see www.whitefield.org.uk/admissions. The Admission Policy is that of Waltham Forest Council for Special Education Needs admissions.

The trust recognises the contributions of staff to its objectives. It is the policy of the trust for all staff to be involved and participate in matters that concern them through ECM (Every Child Matters) groups, that meet once every half term and staff council meetings. The ECM groups offer staff the opportunity to be involved and make contributions to the vision, strategies, policies, School Improvement and Development Plans of the trust, as well as staff wellbeing, sharing good practice and seeking views.

WHITEFIELD ACADEMY TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Strategic report

Achievements and performance

Joseph Clarke was inspected by Ofsted in February 2017 and was rated as a good school. All the Ofsted grades were good. Leadership of the school and the Academy were highly praised.

Whitefield Schools was inspected in January 2017 and received a judgement of 'inadequate' (serious weaknesses) due to a safeguarding issue. Pupil outcomes and the provision for pupils in Early Years and the Sixth Form was rated as outstanding. Teaching and learning was graded good. The school has been highly active in delivering an Ofsted Action Plan and is currently awaiting a monitoring visit from Ofsted at the time of writing, November 2017.

Since 1st April 2014, directors of the Academy were drawn from the governing bodies of both schools and two local governing bodies were created from former previous governors of the schools, with the exception of a few new governors and one new director. In 2017, directors reviewed the governance structure and, by April 2017, a new structure was in place. This consists of a membership board where the majority of the members do not hold the position of Director. The governing bodies were disbanded and Advisory Councils in both Whitefield Schools and Joseph Clarke School were created. A new scheme of delegation was adopted in April 2017. The composition of these groups provides prior knowledge about the schools and collectively provides strong leadership of the Academy.

The post of Executive Principal and Company Secretary for the Academy was fully in place for the beginning of the Academy on 1st April 2014. The post of Executive Principal has now been developed into the role of a Chief Executive Officer reflecting the expansion of the Academy's work. The existing Executive Principal was appointed as Chief Executive Officer in February 2016. A new Principal of Whitefield Schools was appointed in February 2016 and a Vice Principal was appointed in September 2016.

Whitefield Academy is commissioned to provide an Outreach Service on behalf of Waltham Forest Council and 3 other local councils. The Outreach service provides education and guidance to schools for visual and hearing impairment, global delay and autism. Pupils in mainstream settings are benefitting from the service.

The latest progress data 2017 from Whitefield Schools shows, overall, pupils made outstanding progress. Progress data 2017 from Joseph Clarke School demonstrates good progress with outstanding progress in Early Years and the Sixth Form.

The Whitefield Research and Development Centre increased its number of associated partners with many other schools having involvement. The activities of the Research and Development Centre have steadily increased and by the end of the academic year had provided a large number of places for the Schools Direct programme. There is an increase in its school-to-school support service. The Research and Development Centre is fully engaged in a number of research and development activities including Early Year Foundation Stage and closing the gap, funded by the Department for Education. Currently, the Teaching School status has been removed due to the inadequate rating of the lead school, Whitefield Schools. It is strongly anticipated that this will be regained in the near future when resubmitted.

The Academy is developing plans to consider provision for 0-3 years through a three-year research programme based around early intervention.

The Academy halted its application to open a Free School until Whitefield Schools improves its overall Ofsted grade to good or outstanding. The John Meyer Free School will cater for pupils with autism. This reflects the need for additional places required for this group of pupils at Whitefield Academy Trust.

The Academy has developed a direct route to employment through partnership with the NHS since 2013 via Project Search. This project has gained two international awards as a high achieving project which has successfully placed 75% of participating students into full time permanent employment with a 100% retention level. The project has developed three sites: Whipps Cross Hospital, Mile End and Royal London. The project currently admits 24 young people each year.

WHITEFIELD ACADEMY TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Key performance indicators

Whitefield Schools - Headlines – Pupil Progress and Achievement - Academic Year 2016-17

Headlines – Pupil progress and Achievement - Academic Year 2016-17

Pupil outcomes during 2016-17 are outstanding. This was supported by the March 2017 outstanding Ofsted grade.

Progress measures over the past 5 years show **an overall upward trend for all key stages**. This is set against the challenges presented by changes to the school population, with **pupils presenting with increasingly complex medical, educational and social needs**.

Pupils joining the school within the EYFS settle very well and **quickly make progress**

Pupils at Key Stage 1 make outstanding progress from their individual starting points

Pupils at Key Stage 2 make outstanding progress from their individual starting points

Pupils at Key Stage 3 make outstanding progress. Progress improved significantly in 2013/14, was consolidated in 2014/15, and has further improved since 2015/16. The recent focus on Science has led to improved outcomes.

At Key Stage 4, progress is outstanding. Overall progress in English and Maths is outstanding and in science is at least good. Progress improved significantly in 2013/14, was consolidated in 2014/15, improved further in 2015/16. The trend continued in 2016-17. In all 3 subjects, the number of young people making 2 or 3 levels of progress was higher than in any previous year. The abler pupils are achieving well in their entry level exams.

Pupils at post 16 make outstanding progress within three pathways, which prepare them for life beyond school.

All pupils from KS3 onwards complete examinations and accredited courses as appropriate to their level of development and knowledge.

A group of pupils now enters employment because of the school's pioneering work through Project Search. Other pupils move to appropriate education and/or social care provision after school. There are no NEETS.

Pupils at early developmental levels, many of whom have very significant medical needs, **make good** from individual starting points.

There is no evidence that gender affects progress. Patterns of achievement and progress for **boys and girls** reflect individual starting points and the nature of their SEN.

There is no evidence that ethnicity impacts on progress. Patterns of achievement and progress for ethnic groups reflect individual starting points and the nature of their SEN.

There is no evidence that deprivation affects progress. In most key stages, pupils in receipt of pupil premium make better or equivalent progress to other pupils in the school.

Children who are Looked After make progress which is at least comparable with that of the other pupils with similar starting points.

How does the Leadership Team know that progress is outstanding?

Whitefield Schools view progress as the child or young person's journey from their starting point encompassing their progress in four key areas;

- against the National Curriculum levels (including P levels)
- in relation to examinations and accredited courses such as ASDAN and BTEC
- against their individual objectives deriving from their personalised curriculum
- as defined by 'significant achievements' in all aspects of learning and development

WHITEFIELD ACADEMY TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Teachers and school leaders evaluate progress within each area in relation to each child or young person's starting point, their special educational needs and a range of factors affecting learning.

School leaders evaluate progress for the school as a whole, taking account of a range of evidence, largely in relation to individual children and young people but also noting other measures of the quality of teaching and learning.

Whitefield Schools' Senior Leadership Team know that pupil progress during 2016-17 was outstanding because: Progress measures based on National Curriculum levels (including P levels) over the past 5 years show an overall upward trend for cohorts of pupils reaching the end of all Key Stages. This is set against the challenges presented by changes to the school population, with pupils presenting with increasingly complex educational and social needs.

Those pupils who are able to do so take and pass external examinations in an increasing range of subjects. Other pupils follow accredited courses where feedback from external moderators validates the quality of their achievements.

There is no evidence that any cohort group is disadvantaged. Patterns of achievement and progress reflect individual starting points and the nature of each individual's SEN.

Records show that pupil premium has a positive impact for individual pupils.

Children who are Looked After make progress, which is at least comparable with that of other pupils with similar starting points. They develop positive attitudes to learning (reflected in their attendance and behaviour) and communicate effectively with others.

Pupils at early developmental levels, many of whom have very significant medical conditions, progress through the 'Reaching Out' curriculum, which is designed to meet their needs.

All pupils make progress within their personalised curriculum, completing individualised objectives within all subjects, as shown by comprehensive Progress Files and Learning Journals and the list of individual 'significant achievements'.

A few young people move into open employment through 'Project Search'; others are supported into appropriate placements post school. All leavers move into education, social care provision or employment.

Pupils develop social skills and learn to manage their behaviour, as shown in evidence from lesson observations, individual objectives and behaviour support plans.

Parents overwhelmingly believe that their children are making progress, as shown by the responses to parent questionnaires and contributions to Person Centred Reviews.

Pupils overwhelmingly believe that they are making good progress, as shown by the responses to pupil questionnaires and contributions to Person Centred Reviews.

Data suggests that overall behaviour and attendance do not impact on progress.

Lesson observations show that pupils consistently make progress. 67% of the lessons were judged as Outstanding and 33% were judged as Good.

WHITEFIELD ACADEMY TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Opportunities for children and young people have been extended since the time of the last inspection through:

- revised assessment procedures and hence more precise and consistent target setting
- further development of the curriculum at all levels, most recently the 'World of work' curriculum for children and young people at early developmental levels
- increased accreditation
- routes into direct employment
- support to identify appropriate placements after school
- personalised use of pupil premium
- an increased emphasis on personalised targets in all lessons
- further development of teaching and learning, with increasing numbers of outstanding lessons
- exceptional professional development opportunities for staff
- a growing focus on mental health and emotional wellbeing
- continuing development of resources on the school site
- full use of community resources, including opportunities for partnership work with colleges and vocational providers
- effective partnerships provide further opportunities for inclusion to follow courses in local mainstream and special schools

Joseph Clarke School - Headlines – Pupil progress and Achievement - Academic Year 2016-17
Headlines – Pupil progress and Achievement - Academic Year 2016-17

The revised curriculum offers the associated Curriculum Tracking Procedures and increased quality of provision are having an impact on pupil progress. Progress overall is good and improving. This was supported by the Ofsted grade of good in February 2017.

Joseph Clarke School's Senior Leadership Team know that pupil progress during 2016-17 was good because: Progress measures based on National Curriculum levels (including P levels) over the past year show an overall upward trend for cohorts of pupils reaching the end of all Key Stages. This is set against the challenges presented by changes to the school population, with pupils presenting with increasingly complex educational and social needs.

Those pupils who are able to do so take and pass external examinations in an increasing range of subjects. Other pupils follow accredited courses where feedback from external moderators validates the quality of their achievements.

Outcomes of the national phonics test show that the school's more able pupils are supported to establish skills in literacy from a young age.

There is no evidence that any cohort group is disadvantaged. Patterns of achievement and progress reflect individual starting points and the nature of each individual's SEN.

Records show that pupil premium has a positive impact for individual pupils.

Looked After Children make progress, which is at least comparable with that of other pupils with similar starting points. They develop positive attitudes to learning (reflected in their attendance and behaviour) and communicate effectively with others.

Pupils at early developmental levels, progress through the 'Reaching Out' curriculum, which is designed to meet their needs.

All pupils make progress within their personalised curriculum, completing individualised objectives within all subjects, as shown by comprehensive Progress Files and Learning Journals and the list of individual 'significant achievements'.

A growing number of young people move into open employment through 'Project Search'; others are supported into appropriate placements post school. All leavers move into education, social care provision or employment.

Pupils develop social skills and learn to manage their behaviour, as shown in evidence from lesson observations, individual objectives and behaviour support plans.

WHITEFIELD ACADEMY TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Parents overwhelmingly believe that their children are making progress, as shown by the responses to parent questionnaires and contributions to Person Centred Reviews.

Pupils overwhelmingly believe that they are making good progress, as shown by the responses to pupil questionnaires and contributions to Person Centred Reviews.

Opportunities for children and young people have been extended at Joseph Clarke School:

- Pupils in the sixth form had increased opportunities for accreditation and socialisation through our partnership with the Hornbeam Academy

- Revised assessment procedures and hence more precise and consistent target setting

- Further development of the highly personalised curriculum at all levels, most recently the 'Reaching Out' curriculum for children and young people at early developmental levels

- Increased accreditation has included BTECs in Catering, Travel and Tourism, Art and Design, Office Skills and Entry Level Art

- Routes into direct employment through Project Search have become established and are discussed with parents and pupils from an early age

- Support to identify appropriate placements after school

- Personalised use of pupil premium

- An increased emphasis on personalised targets in all lessons

- Further development of teaching and learning, with increasing numbers of good and outstanding lessons

- Exceptional professional development opportunities for staff

- Continuing development of resources on the school site

- Full use of community resources, including opportunities for partnership work with vocational providers

- Further opportunities for inclusion to follow courses in local mainstream and special schools

- Breakfast and after school clubs so that pupils can enjoy and learn from a range of opportunities

- Supporting a middle leader to work as a moderator for the borough.

How does the leadership team know that progress is good?

Joseph Clarke School view progress as the child or young person's journey from their starting point encompassing their progress in four key areas:

- against the National Curriculum levels (including P levels)
- in relation to examinations and accredited courses such as ASDAN and BTEC
- against their individual objectives deriving from their personalised curriculum
- as defined by 'significant achievements' in all aspects of learning and development

Teachers and school leaders evaluate progress within each area in relation to each child or young person's starting point, their special educational needs and a range of factors affecting learning.

WHITEFIELD ACADEMY TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

School leaders evaluate progress for the school as a whole, taking account of a range of evidence, largely in relation to individual children and young people but also noting other measures of the quality of teaching and learning.

Our cohorts vary a lot from year-to-year. The various starting points of our pupils mean that our emphasis is on teacher assessment and our school assessment procedure, which closely monitors individual and expected progress. Given the increasing complexity of needs of our young people, we are constantly refining our assessment systems to reflect their varied and diverse needs and to ensure that appropriate provision is in place. Hence, we employ a variety of tools to effectively track and analyse our pupils' achievements. These include progress meetings to track different groups of pupils to ensure that all our young people, regardless of their background, religion, gender or learning need, are making good or outstanding progress. We also meet regularly with teachers and use the information to plan interventions and target support where it is most needed.

Pupil progress is also monitored through the Education and Health Care Plan and Person Centred Review processes. We ensure we work in collaboration with families and other agencies to help our pupils to achieve their goals. We set challenging targets for pupils based upon our knowledge of our young people and moderated teacher assessments. These targets are reviewed termly and shared with all staff working with the pupil. We share these targets with pupils to ensure that they have a clear idea on how to progress to the next step. We also work closely with other professionals (e.g. speech and language therapists, occupational therapists, rehabilitation officers) who make assessments that form part of the whole profile of a pupil.

At the beginning of the year, following the review of the effectiveness of our assessment system, we made the decision to move from the use of B-Squared software to a new assessment tool, called Curriculum Tracking. This system was developed by Whitefield Schools and had been used successfully for several years. All pupils were re-assessed and baselined using tracking sheets for the core subjects for each curriculum pathway as follows:

Teachers note each pupil's progress towards the Learning Objectives within the P-levels by writing the date in one of three columns as follows:

- Started – teacher's plans for the pupil include work on that specific Learning Objective
- Emergent – the pupil is beginning to show that they are making progress towards mastering the skill – i.e. their response shows that they have acquired the skill on about 30% of occasions
- Consistent – pupil consistently shows they have mastered the skill – i.e. they show an appropriate response on at least 80% of occasions

When at least 4 out of the 5 learning objectives within one level have been consistently achieved then the pupil is considered to have attained that level.

To ensure the progress against our new Curriculum Tracking system is tracked over time, we have also been entering data on software called CASPA (Comparison and Analysis of Special School Attainment). Whilst CASPA can support us in measuring against expected progress, we have yet to use the data this year to compare our pupils against the national average. This exercise will take place next month when our data is returned by CASPA.

Our individual knowledge of each of our pupils is our key strength in making judgements about their attainment and progress. We compare individual pupils' achievements against P scale/National Curriculum level descriptors that are broken down into steps. The assessments are made continuously by teachers and data collated every term. We also collect qualitative data to capture the significant achievements of our pupils, which may not necessarily be demonstrated through the level descriptors.

Going concern

After making appropriate enquiries, the strategic board of directors has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason the strategic board of directors 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.

WHITEFIELD ACADEMY TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Financial review

Most of the Academy Trust's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of re-current grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2017 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

During the year ended 31 August 2017, total expenditure of £14,355k (2016: £13,631k) was met by recurrent grant funding of £13,368k (2016: £13,463k) from the ESFA together with other incoming funds from other sources. The excess of income over expenditure of the year (excluding restricted fixed assets and transfers to restricted fixed assets funds) was £1,203k (2016: £1,506k).

The Academy Trust continued to receive grants for fixed assets from the Waltham Forest Council under the Targeted Basic Needs Programme. In accordance with the Charities Statement of Recommended Practice, "Accounting for Reporting by Charities" (SORP 2015), 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 useful life of the assets concerned.

Under the SORP, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided to support staff, to a restricted fund. This results in reducing reserves shown in total funds of the Academy Trust. It should be noted that this does not present the Whitefield Academy Trust with any current liquidity problem. However the employer contributions have been assessed and have increased and it is expected that this will bring further increases in the pension deficit in future.

The Local Government Pension Fund, which the Academy Trust participates through the London Borough of Waltham Forest, showed a deficit of £12,492k as at 31 August 2017 (2016: £10,406k).

Reserves policy

It is the policy of the Trustees to keep the level of reserves under review annually. The level of reserves held takes into account the nature of income and expenditure streams. Any unspent General Annual Grant (GAG) fund and funds inherited on conversion to academy will be used to offset any predicted future shortfalls. The Trustees have determined that the appropriate level of free reserves should be equivalent to four weeks expenditure which is approximately £1,063k (2016: £1,100k). This will help provide sufficient working capital to cover delays between spending and receipts of grants, and to provide a cushion to respond to unexpected financial demands.

The current level of free reserves is £3,420k (2016: £3,097k), £2,357k more than the reserves policy. £450k out of this is earmarked for the extension of the school's medical and administration offices from April 2018 to August 2018, a building project that was deferred by the directors.

The remainder is to provide a cushion against future unexpected costs arising from:

- increases in employer national insurance and pension contributions. Employer contribution to teachers' pension is expected to increase from 16.4% to between 19% and 20% in 2019.
- incremental drift in teaching staff salaries
- periods of 3% or more increase in staff salaries due to inflation.
- capital expenditure for ICT and Equipment in the academy trust yearly budgets. £160K has been provided for 2017/18 ICT infrastructure and upgrades.

The Multi Academy Trust held fund balances at 31 August 2017 of £17,972 (2016: £18,478K) comprising £17,298k of restricted funds (2016: £17,853) and £674k (2016: £625) of unrestricted funds. Of the restricted funds, £27,062k (2016: £25,787) is represented by tangible fixed assets and £2,728k (2016: £2,472k) of unspent grants. The Pension reserve which is considered part of the restricted funds was £12,492k (2016: £10,406K) in deficit.

WHITEFIELD ACADEMY TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Investment policy and powers

The trustees have powers under the Articles of Association of the Academy Trust to invest funds not immediately required for its own purposes, in any way that the trustees see fit. In the current year, the trustees reviewed the banking facilities and concentrated on investing the positive cash balances not required immediately in a savings account or in a treasury deposit.

Principal risks and uncertainties

The principal risks and uncertainties that Whitefield Academy Trust faces are mitigated by the risk management process that the academy trust has in place by constantly reviewing and updating the Risk Register.

During the period under review the Academy Trust assessed and identified the risks which it is exposed to relate primarily to:

- Public perception
- Reduction in pupil numbers as a result of adverse OFSTED ratings
- Increasing payroll costs to income ratio
- Key Person Loss Succession risks

Risk management and dealing with the principal risks

Risks identified	Mitigating Actions
Public Perception	Have a system of dealing with media enquiries and train staff on how to handle such enquiries. Prompt and effective implementation of OFSTED action plans.
Reduction in pupil numbers	Effective Family Support Team for pupils and families. OFSTED Action Plans and updates shared with parents Provision of quality education All staff to undergo Pupil Behaviour Support training annually Pupil welfare support, school counsellor and learning mentors to support pupils. Regular engagement with parents, Local Authority and other stakeholders
Increasing payroll costs to income ratio	Forecast of incomes and payroll costs and determining appropriate staffing structure to bring the ratio down without compromising the quality of education that is already provided
Key Person Loss Succession	Highly effective CPD programme to retain staff Effective recruitment, retention and leadership development policies and programmes Review of staff salaries regularly to ensure that they are competitive

WHITEFIELD ACADEMY TRUST

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Plans for future periods

- To maintain and develop outstanding education, care and opportunities for children and young people at Whitefield Schools.
- To further promote direct employment opportunities for pupils within and outside of the Trust through Project Search.
- To move Joseph Clarke School towards becoming an outstanding provision
- To provide further opportunities to enhance professional practice and research.
- To develop the academy's national and international profile.
- To consider mechanisms to increase pupil numbers on both sites working in partnership with other agencies.

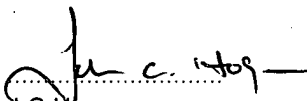
Auditor


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.

A resolution proposing that Wilkins Kennedy LLP be reappointed as auditor of the charitable company will be put to the members.

The directors' report, incorporating a strategic report, was approved by order of the strategic board of directors, as the company directors, on 21/11/17, and signed on its behalf by:


J C Hogan
Director


E M Colquhoun OBE
Accounting Officer

WHITEFIELD ACADEMY TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2017

Scope of responsibility

As directors we acknowledge we have overall responsibility for ensuring that Whitefield Academy 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 strategic board of directors has delegated the day-to-day responsibility to the Chief Executive Officer, 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 Whitefield Academy Trust and the Secretary of State for Education. The Chief Executive Officer is also responsible for reporting to the strategic board of directors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Directors' Report and in the Statement of Directors' Responsibilities. The strategic board of directors has formally met 8 times during the year. Attendance during the year at meetings of the strategic board of directors was as follows:

Directors	Meetings attended	Out of possible
C B Sheppard OBE (Chair of Directors)	7	8
O D O'Regan	7	8
J L Meyer (Resigned 16 May 2017)	4	6
J C Hogan	7	8
E M Colquhoun OBE (Accounting Officer)	8	8
P J Sams	7	8
R L Kramer	6	8
L M Hutchinson	6	8

WHITEFIELD ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Each school also has its own Governing Body.

Attendance at meetings of the Whitefield Schools Governing Body during the period was as follows:

Governor	Meetings attended	Out of a possible
C Sheppard - Chair of Directors	2	2
D Malcolm - Vice Chair	2	2
A MacLaren - Community Governor	1	2
M Sweeney - Community Governor	0	2
K Paik - Parent Governor	2	2
J Paik - Parent Governor	2	2
V Dyett - Parent Governor	0	2
H Ferreira - Staff Governor	1	2
E Colquhoun OBE - CEO	1	2
A Rangoonwala - Associate	0	2

Attendance at meetings of the Joseph Clarke School Governing Body during the period was as follows:

Governor	Meetings attended	Out of a possible
O O'Regan - Chair of Governors	2	2
D Weaver - Community Governor	0	2
C Prechter - Community Governor	1	2
L Hutchinson - Community Governor	0	2
J Willes - Parent Governor	1	2
Barry Carter - Staff Governor	2	2

Attendance at meetings of the Whitefield Schools Advisory Council during the period was as follows:

Governor	Meetings attended	Out of a possible
C Sheppard - Chair of Directors	1	1
D Malcolm - Vice Chair	1	1
P. da Silva Miguel – Staff member	1	1
H. Maria Ferreira – Staff member	1	1
D. Roberts - External	0	1
A MacLaren - External	1	1
M. Sweeney - External	1	1
J Paik - Parent	0	1
R. Smith - Student	0	1
T. Uthayakumar	0	1

WHITEFIELD ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Attendance at meetings of the Joseph Clarke School Advisory Council during the period was as follows:

Governor	Meetings attended	Out of a possible
O O'Regan - Director	1	1
J. Willis - Parent	0	1
R Tailor - Parent	1	1
I Cox	1	1
J Williamson –staff	0	1
A Filali Moutei - Staff	0	1
J Thistlewaite External	1	1
P Falconbridge –Eternal	0	1
L. Hutchinson – Director	0	1
E Okoromu -Student	0	1

Attendance at meetings of the Safeguarding Committee of the Board of Directors in the year were as follows:

Safeguarding Committee	Meetings attended	Out of a possible
R Kramer	2	2
O O'Regan	2	2
E Colquhoun	2	2

The Board of Directors set the strategic direction of the trust and provides quality control and approves all policies.

The board carried out a comprehensive skills audit of all its members in November 2016 using the National Governors Association skills audit tool. The results were analysed and shared with directors. The composition and skills of the board serves the school very well. There were some areas identified for improvement and training programmes took place on Ofsted, safeguarding, media, positive behaviour support, income generation and governance.

The directors took the decision additionally to move to paperless meetings to increase efficiency.

During the Autumn and Spring term there was a thorough review of the leadership and governance structure across the trust. This resulted in a new governance structure being adopted and operational from April 1st 2017. New rules and responsibilities were outlined and a revised scheme of delegation was adopted.

Major changes in governance are outlined as follows:

1. Members were increased from 3 to 5 with 3 members not holding post of directors also. Two members are members and directors.
2. The number of directors across the trust is 7 including the CEO. There is currently one director being recruited.
3. The 2 local governing bodies were disbanded and 3 advisory councils were created: one for Whitefield, one for Joseph Clarke and one for the Research and Development Centre.

This new structure will serve the needs of the academy as it grows and develops.

At every meeting the directors review reports from the CEO, the principal/headteacher, finance and risk reports from the Chief Finance Officer.

Other reports are regularly submitted to assist the directors' role of quality assurance including safeguarding, and achievement and progress.

The strategic goals for the next 5 years are:

- Establish 0-3 provision/education through a 3-year research project
- Establish 19-25 provision/education
- Provide opportunities for more children within the Trust through the development of a Free School application
- Sponsor other schools

WHITEFIELD ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

The entire Board of Directors constitute the Finance Committee whose purpose is to provide guidance to the Governing Body and Chief Executive Officer on all matters relating to finance as outlined in the Financial Regulations. The entire Board of Directors also constitute the Audit Committee whose purpose is to assist the Trust in fulfilling its oversight responsibilities with particular reference to financial reporting, internal control, risk management and external audit. It also makes appropriate comments and recommendations on such matters, to the Trust on a regular basis, referring major issues for ratification.

Attendance at meetings in the year was as follows:

Directors	Meetings attended	Out of possible
C B Sheppard OBE (Chair of Directors)	7	8
O D O'Regan	7	8
J L Meyer (Resigned 16 May 2017)	4	6
J C Hogan	7	8
E M Colquhoun OBE (Accounting Officer)	8	8
P J Sams	7	8
R L Kramer	6	8
L M Hutchinson	6	8

WHITEFIELD ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Review of value for money

Teaching and learning

The core business of the Whitefield Academy Trust is set out in its Mission Statement - 'Enjoyment, Achievement and Wellbeing for all'. The Trust seeks to ensure that all children and young people at Whitefield Schools and Joseph Clarke School take part in educational activities which are interesting and enjoyable, make significant progress from their starting points and are supported to have good mental health and emotional wellbeing.

The Trust's financial planning for teaching and learning focuses on:

- meeting individual needs
- developing staff expertise
- enriching the learning environment

Meeting individual needs

The Trust spends £11.24m of its budget on staffing, reflecting the importance of individual support for the children and young people attending its schools. Staffing levels are linked to individual needs as set out in Statements and Education, Health and Care Plans. The Trust has developed differentiated curriculum pathways so that all children and young people are motivated to learn and given appropriate challenges. The Trust delegates budgets so that senior and middle leaders can identify appropriate resources for each pathway. Pupil premium is used in a targeted way to buy resources and support for individual pupils - for example, technology and speech and language therapy - or to provide motivating activities such as the opportunity to take part in expressive arts workshops.

Developing staff expertise

The Trust makes a significant investment in staff development so that all staff can deliver an appropriate curriculum and also have the confidence and knowledge to shape that curriculum for the children and young people in their care. Professional development is a key factor in the recruitment and retention of skilled and committed staff.

All staff have opportunities to follow courses in SEN from induction to degree and Diploma level. Senior and middle leaders undertake nationally recognised courses in school leadership.

During 2016-17 there has been an emphasis in training staff at Whitefield within the 'Positive Behaviour Support' framework. As usual, the school has arranged training for senior staff which will allow them to train and support their colleagues; senior staff were trained as PBS coaches and a small group of teachers were trained in assessing the function of behaviour.

The Trust has joined 'Challenge Partners', a national organisation for schools who are committed to robust self-evaluation and ongoing improvement. The emphasis is on being part of a 'self-improving system' by learning from one another. This has already proven very useful and will add value to the Trust as well as enabling the Trust schools to support special schools across London.

Enriching the learning environment

Children and young people with SEN require tailor made learning environments and the Trust uses its core budget, augmented by grants and fundraising, to provide good quality classrooms and additional facilities.

At Whitefield Schools there has been an 'environmental audit' as a result of which the school has improved and created 'safe spaces' for children and young people who need space and time to calm or to 'let off steam'. Where possible, these spaces are multipurpose – for example, a quiet room in the Niels Chapman building can be used for reading and relaxation for any young people.

The Trust has continued to invest in ICT and has made more efficient use of funding by bringing the schools together under one managed ICT service. The Trust is developing paperless systems through technology – for example, safeguarding records can now be stored online and the resources for Directors meetings are now accessed electronically.

In 2016-17 Joseph Clarke School was judged by Ofsted to be a good school. The report confirmed the Trust's evaluation of the school's provision. Whitefield School had an adverse judgment due to a safeguarding issue; however, many aspects of the provision were evaluated very positively. SLT believe that the robust action taken, supported by Directors, means that the anticipated monitoring inspection will have a positive outcome.

WHITEFIELD ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Review of value for money continued

The school has worked closely with a developer to create a data dashboard to allow holistic analysis of progress and achievement and easier interpretation and understanding of data by teachers as well as parents and carers

Following PBS training the school has upgraded the online behaviour recording system in the form of a new database to allow more efficient recording, analysis and monitoring of behaviour across the school in line with our revised behaviour systems'

Financial governance and oversight

As accounting officer, I have responsibility for reviewing the effectiveness of the system of internal control. During the year in question and the period to approving the accounts, the review has been informed by:

- The work of the internal auditor, Price Bailey LLP who carried out termly reviews;
- the work of the external auditor, Wilkins Kennedy LLP in the auditing and preparation of the consolidated accounts;
- the work of the finance and audit committee of the board of directors, the Senior Leadership Team and the Management Development Team of the academy trust who have responsibility for the development and maintenance of the internal control framework

I have received monthly budget monitoring reports. The finance committee of the board of directors meets each school term to review quarterly budget reports and forecasts for the rest of the year and agree any actions to be taken.

The academy trust's internal financial control system is based on administrative procedures that include delegation of budgets and accountability, segregation of duties, and a system where budget holders get regular up-to-date budget monitoring information.

Purchasing decisions

We continue to review the purchasing and procurement decisions. During the period we compiled a list and reviewed all contracts for the provision of goods and services. We reviewed the ICT support cost that had exceeded budget due to the expansion of ICT infrastructure in the newly built and other refurbished buildings in Joseph Clarke School. The review will ensure a reduction in the ICT support cost of £20,000.

Benchmarking

The trust intends to benchmark its costs against similar academies both at the local and national levels by using finance and HR forums when the academy trust has operated for a specified period. We continue to use Internal benchmark exercise for the two schools in the academy trust which has resulted in the identification of areas where cost savings can be made by pooling resources together or using the same service provider.

Options appraisal

Best value principles are applied to all the procurement decisions by the directors and staff. All contracts over £5,000 require three competitive quotations. All contracts over £75,000 require a competitive tendering process.

WHITEFIELD ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

Review of value for money continued

Income generation

We continue to explore ways of enhancing our income generation using the activities of the Whitefield Research & Development Centre. The number of students offered places for both foundation and post graduate courses have increased, bringing in more revenue. With the completion of the construction of the new 4 Classroom block at Joseph Clarke School under the Targeted Basic Needs Programme, the number of places is expected to rise steadily to 140 over the next 4 years bringing in extra income. The contracts for the provision of visual impairment outreach services for the London Boroughs of Enfield, Redbridge and Barking and Dagenham were renewed for another year.

Reviewing Controls and Managing Risks

The academy trust's Audit Committee has oversight of reviewing internal controls and managing risks. They receive the internal audit reports and ensure that audit findings are considered and recommendations fully implemented. The external auditors also provide financial advice and guidance as part of their service.

The trust's Board of Directors reviews the level of insurance cover annually.

The Board of Directors reviews the reserve levels annually. The directors have determined that an appropriate level of free reserves should be maintained in order 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 fluctuations in pupil numbers. In order to counteract the effects of reduction in future funding levels, the trust will maintain higher levels of free reserves as planned contingency.

Lessons learned

- Sharing budgetary information at a strategic level with senior leaders and managers has led to more informed discussions about financial priorities and planning
- Providing more timely information for budget holders has led to a more efficient use of resources
- Sharper systems for monitoring pupil progress involving senior and middle leaders has improved self-evaluation and will further develop informed financial decisions

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 Whitefield Academy Trust for the period 1 September 2016 to 31 August 2017 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 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 ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2016 to 31 August 2017 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of directors.

WHITEFIELD ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

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 strategic board of directors;
- regular reviews by the finance and general purposes 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 strategic board of directors has considered the need for a specific internal audit function which is provided by Price Bailey LLP as internal auditor.

All planned procedures were carried out during the year and up to the date of approval of the annual report and financial statements and no significant issues were found.

Review of effectiveness

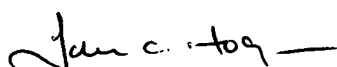
As accounting officer the Chief Executive Officer has responsibility for reviewing the effectiveness of the system of internal control. During the year in question, and up to the date of approval of the annual report and financial statements the review has been informed by:

- The work of the internal auditor, Price Bailey LLP who carried out termly reviews;
- the work of the external auditor, Wilkins Kennedy LLP in the auditing and preparation of the accounts;
- the work of the finance and audit committee of the board of directors, the Executive team, the Senior Leadership Team and the Management Development Team of the academy trust who have responsibility for the development and maintenance of the internal control framework

The accounting officer has also received monthly budget monitoring reports. The finance committee of the board of directors meets each school term to review quarterly budget reports and forecasts for the rest of the year and agree any actions to be taken.

The academy trust's internal financial control system is based on administrative procedures that include delegation of budgets and accountability, segregation of duties, and a system where budget holders get regular up-to-date budget monitoring information.

Approved by order of the strategic board of directors on 27/11/17..... and signed on its behalf by:



J C Hogan
Director



E M Colquhoun OBE
Accounting Officer

WHITEFIELD ACADEMY TRUST

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2017

As accounting officer of Whitefield Academy Trust I have considered my responsibility to notify the academy trust strategic board of directors and the Education and 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 for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2016.

I confirm that I and the academy trust's strategic 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 2016.

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 strategic board of directors and ESFA.



E M Colquhoun OBE
Accounting Officer

21/11/17

WHITEFIELD ACADEMY TRUST

STATEMENT OF DIRECTORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2017

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

Company law requires the directors to prepare financial statements for each financial year. Under company law the directors 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 directors are required to:

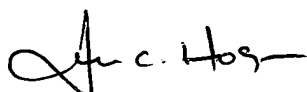
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the 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 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 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.

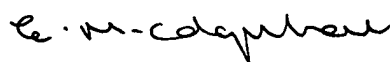
The directors are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring that grants received from ESFA/DfE have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

The directors 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 strategic board of directors on 21/11/17 and signed on its behalf by:



J C Hogan
Director



E M Colquhoun OBE
Accounting Officer

WHITEFIELD ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WHITEFIELD ACADEMY TRUST

Opinion

We have audited the financial statements of Whitefield Academy Trust (the 'Academy Trust') for the year ended 31 August 2017 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017 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 2017 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;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017.

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 directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors 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.

Other information

The directors are responsible for the other information. The other information comprises the information included in the 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.

WHITEFIELD ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WHITEFIELD ACADEMY TRUST (CONTINUED)

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Directors' Report including the incorporated strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the 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 Directors' Report, including the incorporated strategic 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.

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities, the directors 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 directors 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 directors 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 directors either intend to liquidate the Academy Trust, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

WHITEFIELD ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WHITEFIELD ACADEMY TRUST (CONTINUED)

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. 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 auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy Trust and Academy Trust's members as a body, for our audit work, for this report, or for the opinions we have formed.

Wilkins Kennedy LLP

Mandy Wilson (Senior Statutory Auditor)
for and on behalf of Wilkins Kennedy LLP

Statutory Auditor
Chartered Accountants

18th December 2017

1-5 Nelson Street
Southend on Sea
Essex
SS1 1EG

WHITEFIELD ACADEMY TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO WHITEFIELD ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 26 July 2017 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2016 to 2017, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Whitefield Academy Trust during the period 1 September 2016 to 31 August 2017 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 Whitefield Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Whitefield Academy Trust and ESFA 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 Whitefield Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Whitefield Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Whitefield Academy Trust's funding agreement with the Secretary of State for Education dated 27 March 2014 and the Academies Financial Handbook, extant from 1 September 2016, 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 2016 to 2017. 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 2016 to 31 August 2017 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 2016 to 2017 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.

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.

WHITEFIELD ACADEMY TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO WHITEFIELD ACADEMY TRUST AND THE EDUCATION AND SKILLS 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 2016 to 31 August 2017 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
1-5 Nelson Street
Southend on Sea
Essex
SS1 1EG

Dated: *18th December 2017*

WHITEFIELD ACADEMY TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2017

	Notes	Unrestricted Funds £'000s	Restricted funds: General £'000s	Fixed asset £'000s	Total 2017 £'000s	Total 2016 £'000s
Income and endowments from:						
Donations and capital grants	3	-	-	1,943	1,943	1,376
Charitable activities:						
- Funding for educational operations	4	-	13,276	-	13,276	13,463
- Funding for teaching school	26	-	40	-	40	40
Other trading activities	5	201	-	-	201	248
Investments	6	6	-	-	6	10
Total income and endowments		<u>207</u>	<u>13,316</u>	<u>1,943</u>	<u>15,466</u>	<u>15,137</u>
Expenditure on:						
Charitable activities:						
- Educational operations	8	158	13,392	674	14,224	13,591
- Teaching school	26	-	40	-	40	40
Total expenditure	7	<u>158</u>	<u>13,432</u>	<u>674</u>	<u>14,264</u>	<u>13,631</u>
Net income/(expenditure)		49	(116)	1,269	1,202	1,506
Transfers between funds		-	(6)	6	-	-
Other recognised gains and losses						
Actuarial losses on defined benefit pension schemes	19	-	(1,709)	-	(1,709)	(3,447)
Net movement in funds		49	(1,831)	1,275	(507)	(1,941)
Reconciliation of funds						
Total funds brought forward		625	(7,934)	25,787	18,478	20,419
Total funds carried forward		<u>674</u>	<u>(9,765)</u>	<u>27,062</u>	<u>17,971</u>	<u>18,478</u>

WHITEFIELD ACADEMY TRUST

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2017

Comparative year information Year ended 31 August 2016		Unrestricted Funds	Restricted funds:		Total 2016
	Notes	£'000s	General £'000s	Fixed asset £'000s	£'000s
Income and endowments from:					
Donations and capital grants	3	24	-	1,352	1,376
Charitable activities:					
- Funding for educational operations	4	-	13,463	-	13,463
- Funding for teaching school	26	-	40	-	40
Other trading activities	5	248	-	-	248
Investments	6	10	-	-	10
Total income and endowments		<u>282</u>	<u>13,503</u>	<u>1,352</u>	<u>15,137</u>
Expenditure on:					
Charitable activities:					
- Educational operations	8	162	12,671	758	13,591
- Teaching school	26	-	40	-	40
Total expenditure	7	<u>162</u>	<u>12,711</u>	<u>758</u>	<u>13,631</u>
Net income		120	792	594	1,506
Transfers between funds		-	(671)	671	-
Other recognised gains and losses					
Actuarial losses on defined benefit pension schemes	19	-	(3,447)	-	(3,447)
Net movement in funds		120	(3,326)	1,265	(1,941)
Reconciliation of funds					
Total funds brought forward		<u>505</u>	<u>(4,608)</u>	<u>24,522</u>	<u>20,419</u>
Total funds carried forward		<u>625</u>	<u>(7,934)</u>	<u>25,787</u>	<u>18,478</u>

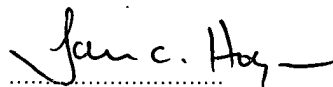
WHITEFIELD ACADEMY TRUST

BALANCE SHEET

AS AT 31 AUGUST 2017

		2017	2016
	Notes	£'000s	£'000s
Fixed assets			
Tangible assets	12	27,044	25,787
Current assets			
Debtors	13	1,053	808
Cash at bank and in hand		3,093	5,280
		<u>4,146</u>	<u>6,088</u>
Current liabilities			
Creditors: amounts falling due within one year	14	(727)	(2,991)
Net current assets		<u>3,419</u>	<u>3,097</u>
Net assets excluding pension liability		<u>30,463</u>	<u>28,884</u>
Defined benefit pension liability	19	(12,492)	(10,406)
Net assets		<u>17,971</u>	<u>18,478</u>
Funds of the academy trust:			
Restricted funds	17		
- Fixed asset funds		27,062	25,787
- Restricted income funds		2,727	2,472
- Pension reserve		(12,492)	(10,406)
Total restricted funds		<u>17,297</u>	<u>17,853</u>
Unrestricted income funds	17	<u>674</u>	<u>625</u>
Total funds		<u>17,971</u>	<u>18,478</u>

The financial statements set out on pages 31 to 55 were approved by the strategic board of directors and authorised for issue on 21/11/17 and are signed on its behalf by:



J C Hogan
Director



E M Colquhoun OBE
Accounting Officer

Company Number 08878604

WHITEFIELD ACADEMY TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2017

	Notes	2017 £'000s	2016 £'000s
Cash flows from operating activities			
Net cash provided by (used in) operating activities	20	(2,205)	2,468
Cash flows from investing activities			
Dividends, interest and rents from investments		6	10
Capital grants from DfE and EFA		23	8
Capital funding from sponsors and others		1,920	1,344
Payments to acquire tangible fixed assets		(1,931)	(2,023)
Proceeds from sales of tangible fixed assets		-	1
		<u>18</u>	<u>(660)</u>
Change in cash and cash equivalents in the reporting period		(2,187)	1,808
Cash and cash equivalents at 1 September 2016		5,280	3,472
Cash and cash equivalents at 31 August 2017		<u>3,093</u>	<u>5,280</u>

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2017

1 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.

1.1 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 financial statements 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 2016 to 2017 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Whitefield Academy Trust meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

The directors assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The directors 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.

1.3 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 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 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 period 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 grants are reflected in the balance sheet 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.

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.

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2017

1 Accounting policies

(Continued)

Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

Transfer of lease

On conversion to Academy status the Local Authority gifted the school buildings to the Academy Trust with a 125 year long term lease. The properties have been professionally valued as at the date of transfer. The valuation is underpinned by SORP 2005 and has adopted the Depreciated Replacement Cost (DRC) for specialist property and the land uses the market value. As the buildings are of a specialist nature then a Depreciated Replacement Cost method has been used to calculate the fair value of the buildings.

Interest receivable

Interest receivable is included within the Statement of Financial Activities on a receivable basis.

1.4 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 are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

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.

Governance costs

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

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

1 Accounting policies

(Continued)

1.5 Tangible fixed assets and depreciation

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 that require the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

Land and buildings	2% straight line
Plant & machinery	20% straight line
Computer equipment	33% straight line
Fixtures, fittings & equipment	20% straight line
Motor vehicles	25% straight line

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 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.

1.7 Leasing commitments

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

1.8 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. Prepayments are not financial instruments.

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

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

1 Accounting policies

(Continued)

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. 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.

1.9 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.

1.10 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 quadrennial valuations using a prospective unit credit method. As stated in note 19, 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 are 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.

1.11 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 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.

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2017

1 Accounting policies

(Continued)

1.12 Agency arrangements

The academy acts as an agent for NCTL teaching school income. Funding received and the associated distributions made are excluded from the statement of financial activity as the academy does not have control over the charitable application of the funds. The funds received and paid and any balances held are disclosed in note 25.

2 Critical accounting estimates and areas of judgement

Accounting 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.

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

LGPS

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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19 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 2016 has been used by the actuary in valuing the pensions liability at 31 August 2017. 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.

Critical areas of judgement

There are no critical areas of judgement.

3 Donations and capital grants

	Unrestricted funds £'000s	Restricted funds £'000s	Total 2017 £'000s	Total 2016 £'000s
Capital grants	-	1,892	1,892	1,144
Other voluntary income	-	51	51	232
	-	1,943	1,943	1,376

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

4 Funding for the academy trust's educational operations

	Unrestricted funds £'000s	Restricted funds £'000s	Total 2017 £'000s	Total 2016 £'000s
DfE / ESFA grants				
General annual grant (GAG)	-	4,581	4,581	4,283
Other DfE / ESFA grants	-	318	318	655
	<u>-</u>	<u>4,899</u>	<u>4,899</u>	<u>4,938</u>
Other government grants				
Local authority grants	-	8,173	8,173	8,525
Other government grants	-	204	204	-
	<u>-</u>	<u>8,377</u>	<u>8,377</u>	<u>8,525</u>
Total funding	<u>-</u>	<u>13,276</u>	<u>13,276</u>	<u>13,463</u>

5 Other trading activities

	Unrestricted funds £'000s	Restricted funds £'000s	Total 2017 £'000s	Total 2016 £'000s
Other income	201	-	201	248
	<u>201</u>	<u>-</u>	<u>201</u>	<u>248</u>

6 Investment income

	Unrestricted funds £'000s	Restricted funds £'000s	Total 2017 £'000s	Total 2016 £'000s
Short term deposits	6	-	6	10
	<u>6</u>	<u>-</u>	<u>6</u>	<u>10</u>

7 Expenditure

	Staff costs £'000s	Premises & equipment £'000s	Other costs £'000s	Total 2017 £'000s	Total 2016 £'000s
Academy's educational operations					
- Direct costs	9,210	-	623	9,833	8,621
- Allocated support costs	2,157	1,154	1,080	4,391	4,970
Teaching school					
- Direct costs	-	-	2	2	2
- Allocated support costs	38	-	-	38	38
	<u>11,405</u>	<u>1,154</u>	<u>1,705</u>	<u>14,264</u>	<u>13,631</u>

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

7 Expenditure (Continued)

Net income/(expenditure) for the year includes:	2017 £'000s	2016 £'000s
Fees payable to auditor for:		
- Audit	10	10
- Other services	1	1
Operating lease rentals	33	14
Depreciation of tangible fixed assets	674	689
Loss on disposal of fixed assets	-	69
Net interest on defined benefit pension liability	214	255
	<u> </u>	<u> </u>

Central services

The academy trust has provided the following central services to its academies during the year:

- IT services;
- financial services;
- payroll services;

The amounts charged during the year were as follows:

	Total £'000s
Joseph Clarke School	120
Whitefield Schools	809
	<u> </u>
	929
	<u> </u>

8 Charitable activities

	Unrestricted funds £'000s	Restricted funds £'000s	Total 2017 £'000s	Total 2016 £'000s
Direct costs - educational operations	-	9,833	9,833	8,621
Direct costs - teaching school	-	2	2	2
Support costs - educational operations	158	4,233	4,391	4,970
Support costs - teaching school	-	38	38	38
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	158	14,106	14,264	13,631
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2017

8 Charitable activities

(Continued)

Analysis of costs	Teaching school £'000s	Educational operations £'000s	Total 2017 £'000s	Total 2016 £'000s
Direct costs				
Teaching and educational support staff costs	-	9,210	9,210	7,750
Technology costs	-	59	59	68
Educational supplies and services	2	275	277	262
Other direct costs	-	289	289	543
	<u>2</u>	<u>9,833</u>	<u>9,835</u>	<u>8,623</u>
Support costs				
Support staff costs	38	2,157	2,195	2,579
Depreciation and amortisation	-	674	674	758
Maintenance of premises and equipment	-	232	232	483
Cleaning	-	238	238	211
Insurance	-	10	10	23
Catering	-	145	145	167
Finance costs	-	214	214	255
Other support costs	-	634	634	466
Governance costs	-	87	87	66
	<u>38</u>	<u>4,391</u>	<u>4,429</u>	<u>5,008</u>

9 Staff costs

	2017 £'000s	2016 £'000s
Wages and salaries	7,954	7,551
Social security costs	697	469
Operating costs of defined benefit pension schemes	1,791	1,324
Apprenticeship levy	11	-
Staff costs	<u>10,453</u>	<u>9,344</u>
Supply staff costs	952	985
Total staff expenditure	<u>11,405</u>	<u>10,329</u>

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

9 Staff costs

(Continued)

Staff numbers

The average number of persons, by headcount, employed by the academy trust during the year was as follows:

	2017 Number	2016 Number
Teachers	56	56
Administration and support	285	273
Management	39	37
	<u>380</u>	<u>366</u>

Higher paid staff

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

	2017 Number	2016 Number
£60,001 - £70,000	2	2
£70,001 - £80,000	4	3
£100,001 - £110,000	1	1
£130,001 - £140,000	1	1
	<u>8</u>	<u>7</u>

Key management personnel

The key management personnel of the academy trust comprise the directors and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £871,439 (2016 - £758,406).

The academy trust incurred employers national insurance costs of £94,776 (2016: 82,692) in respect of these benefits.

10 Directors' remuneration and expenses

The CEO only receives remuneration in respect of services they provide undertaking the role of CEO and not in respect of their service as Director. Other Directors did not receive any payments, other than expenses, from the Academy in respect of their role as Directors.

E Colquhoun OBE (Chief Executive Officer)
Remuneration £135,001 - £140,000 (2016: £135,001 - £140,000)
Employers Pension Contributions £nil (2016: £nil)

Trustees' expenses

During the period ended 31 August 2017 expenses of £354 were paid to 3 Directors (2016: £1,183 was reimbursed or paid directly to 3 directors).

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2017

11 Directors and officers insurance

In accordance with normal commercial practice, the academy trust has purchased insurance to protect directors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business. The insurance provides cover up to £10,000,000. It is not possible to quantify the Governors and officers indemnity element from the overall cost of the RPA scheme.

12 Tangible fixed assets

	Land and buildings	Plant & machinery	Computer equipment	Fixtures, fittings & equipment	Motor vehicles	Total
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Cost						
At 1 September 2016	26,579	81	347	136	31	27,174
Additions	1,676	12	200	43	-	1,931
At 31 August 2017	28,255	93	547	179	31	29,105
Depreciation						
At 1 September 2016	1,085	17	185	72	28	1,387
Charge for the year	518	15	110	28	3	674
At 31 August 2017	1,603	32	295	100	31	2,061
Net book value						
At 31 August 2017	26,652	61	252	79	-	27,044
At 31 August 2016	25,494	64	162	64	3	25,787

Land and buildings additions relate to the building of new classrooms.

13 Debtors

	2017 £'000s	2016 £'000s
Trade debtors	616	388
VAT recoverable	185	258
Other debtors	-	64
Prepayments and accrued income	252	98
	<u>1,053</u>	<u>808</u>

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2017

14 Creditors: amounts falling due within one year	2017	2016
	£'000s	£'000s
Trade creditors	349	1,102
Other taxation and social security	196	180
Other creditors	-	13
Accruals and deferred income	182	1,696
	<u>727</u>	<u>2,991</u>
15 Deferred income	2017	2016
	£'000s	£'000s
Deferred income is included within:		
Creditors due within one year	5	1,604
	<u>5</u>	<u>1,604</u>
Deferred income at 1 September 2016	1,604	1,186
Released from previous years	(1,604)	(1,186)
Amounts deferred in the year	5	1,604
	<u>5</u>	<u>1,604</u>
Deferred income at 31 August 2017	5	1,604
	<u>5</u>	<u>1,604</u>
At the balance sheet date the Multi-Academy Trust was holding Local Authority Funding received in advance.		
16 Financial instruments	2017	2016
	£'000s	£'000s
Carrying amount of financial assets		
Debt instruments measured at amortised cost	616	388
	<u>616</u>	<u>388</u>
Carrying amount of financial liabilities		
Loan commitments measured at cost less impairment	349	1,102
	<u>349</u>	<u>1,102</u>

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

17 Funds

	Balance at 1 September 2016 £'000s	Income £'000s	Expenditure £'000s	Gains, losses and transfers £'000s	Balance at 31 August 2017 £'000s
Restricted general funds					
General Annual Grant	2,472	4,581	(4,887)	(6)	2,160
Other DfE / ESFA grants	-	318	(318)	-	-
Other government grants	-	8,377	(7,810)	-	567
Teaching school	-	40	(40)	-	-
	<u>2,472</u>	<u>13,316</u>	<u>(13,055)</u>	<u>(6)</u>	<u>2,727</u>
Funds excluding pensions	2,472	13,316	(13,055)	(6)	2,727
Pension reserve	(10,406)	-	(377)	(1,709)	(12,492)
	<u>(7,934)</u>	<u>13,316</u>	<u>(13,432)</u>	<u>(1,715)</u>	<u>(9,765)</u>
Restricted fixed asset funds					
Local Authority Grants	-	1,892	(674)	(1,218)	-
ESFA/DFE grants	-	21	(21)	-	-
Private sector capital sponsorship	-	51	(30)	-	21
General fixed assets	25,787	(21)	51	1,224	27,041
	<u>25,787</u>	<u>1,943</u>	<u>(674)</u>	<u>6</u>	<u>27,062</u>
Total restricted funds	<u>17,853</u>	<u>15,259</u>	<u>(14,106)</u>	<u>(1,709)</u>	<u>17,297</u>
Unrestricted funds					
General funds	625	207	(158)	-	674
	<u>625</u>	<u>207</u>	<u>(158)</u>	<u>-</u>	<u>674</u>
Total funds	<u>18,478</u>	<u>15,466</u>	<u>(14,264)</u>	<u>(1,709)</u>	<u>17,971</u>

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

General Annual Grant: Income received from the ESFA 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 2017.

Other DFE/ESFA grants: This includes pupil premium, Universal Free School Meals and year 7 catch up grant.

Other government grants: this includes Kingston University funding.

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

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2017

17 Funds

(Continued)

Movements in funds - previous year

	Balance at 1 September 2015 £'000s	Income £'000s	Expenditure £'000s	Gains, losses and transfers £'000s	Balance at 31 August 2016 £'000s
Restricted general funds					
General Annual Grant	2,269	4,283	(3,409)	(671)	2,472
Other DfE / ESFA grants	-	655	(655)	-	-
Other government grants	-	8,525	(8,525)	-	-
	<u>2,269</u>	<u>13,463</u>	<u>(12,589)</u>	<u>(671)</u>	<u>2,472</u>
Funds excluding pensions	2,269	13,463	(12,589)	(671)	2,472
Pension reserve	(6,877)	-	(82)	(3,447)	(10,406)
	<u>(4,608)</u>	<u>13,463</u>	<u>(12,671)</u>	<u>(4,118)</u>	<u>(7,934)</u>
Restricted fixed asset funds					
Local Authority grants	-	1,144	(758)	(386)	-
General fixed assets	24,522	208	-	1,057	25,787
	<u>24,522</u>	<u>1,352</u>	<u>(758)</u>	<u>671</u>	<u>25,787</u>
Total restricted funds	<u>19,914</u>	<u>14,815</u>	<u>(13,429)</u>	<u>(3,447)</u>	<u>17,853</u>
Unrestricted funds					
General funds	505	282	(162)	-	625
Other funds	-	40	(40)	-	-
	<u>505</u>	<u>322</u>	<u>(202)</u>	<u>-</u>	<u>625</u>
Total funds	<u>20,419</u>	<u>15,137</u>	<u>(13,631)</u>	<u>(3,447)</u>	<u>18,478</u>

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2017

17 Funds

(Continued)

Total funds analysis by academy

	Total £'000s
Fund balances at 31 August 2017 were allocated as follows:	
Joseph Clarke School	1,481
Whitefield Schools	1,927
Central services	(7)
Total before fixed assets fund and pension reserve	3,401
Restricted fixed asset fund	27,062
Pension reserve	(12,492)
Total funds	17,971

Total cost analysis by academy

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

	Teaching and educational support staff costs £'000s	Other support staff costs £'000s	Educational supplies £'000s	Other costs excluding depreciation £'000s	Total £'000s
Joseph Clarke School	1,316	547	42	303	2,208
Whitefield Schools	7,894	1,029	227	916	10,066
Central services	-	619	7	312	938
	9,210	2,195	276	1,531	13,212

Funds analysis by academy - previous year

	Total 2016 £'000s
Fund balances at 31 August 2016 were allocated as follows:	
Whitefield Schools	1,969
Joseph Clarke School	1,128
Total before fixed assets fund and pension reserve	3,097
Restricted fixed asset fund	25,787
Pension reserve	(10,406)
Total funds	18,478

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2017

17 Funds

(Continued)

Total cost analysis by academy - previous year

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

	Teaching and educational support staff costs £'000s	Other support staff costs £'000s	Educational supplies £'000s	Other costs excluding depreciation £'000s	Total 2016 £'000s
Whitefield Schools	7,576	1,663	116	2,043	11,398
Joseph Clarke School	704	385	25	429	1,543
	<u>8,280</u>	<u>2,048</u>	<u>141</u>	<u>2,472</u>	<u>12,941</u>

18 Analysis of net assets between funds

	Unrestricted Funds £'000s	Restricted funds: General £'000s	Fixed asset £'000s	Total 2017 £'000s
Fund balances at 31 August 2017 are represented by:				
Tangible fixed assets	-	-	27,044	27,044
Current assets	1,401	2,727	18	4,146
Creditors falling due within one year	(727)	-	-	(727)
Defined benefit pension liability	-	(12,492)	-	(12,492)
	<u>674</u>	<u>(9,765)</u>	<u>27,062</u>	<u>17,971</u>

	Unrestricted Funds £'000s	Restricted funds: General £'000s	Fixed asset £'000s	Total 2016 £'000s
Fund balances at 31 August 2016 are represented by:				
Tangible fixed assets	-	-	25,787	25,787
Current assets	625	5,462	1	6,088
Creditors falling due within one year	-	(2,990)	(1)	(2,991)
Defined benefit pension liability	-	(10,406)	-	(10,406)
	<u>625</u>	<u>(7,934)</u>	<u>25,787</u>	<u>18,478</u>

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

19 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 The London Borough of Havering. 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 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' 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

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014.

The key elements of the valuation and subsequent consultation are:

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

During the previous year the employer contribution rate was 14.1%. The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS 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 the TPS in the period amounted to £659k (2016: £604k).

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

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2017

19 Pensions and similar obligations

(Continued)

Under the definitions set out in FRS 102, the TPS is a multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

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 26.4% for employers and 5.5 to 12.5% for employees.

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

Total contributions made	2017 £'000s	2016 £'000s
Employer's contributions	969	893
Employees' contributions	206	189
Total contributions	1,175	1,082
Principal actuarial assumptions	2017 %	2016 %
Rate of increases in salaries	3.7	3.4
Rate of increase for pensions in payment	2.2	2
Discount rate	2.4	2.2
Inflation assumption (CPI)	2.2	1.9

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

	2017 Years	2016 Years
Retiring today		
- Males	22.4	23.2
- Females	25.4	25.6
Retiring in 20 years		
- Males	24.6	25.5
- Females	27.7	28

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2017

19 Pensions and similar obligations

(Continued)

	2017	2016
	£'000	£'000
Discount rate + 0.1%	-494	(275)
Mortality assumption + 1 year	290	207
CPI rate + 0.1%	511	280
Pay growth + 0.1%	88	111

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

	2017 Fair value £'000s	2016 Fair value £'000s
Equities	1,958	940
Bonds	373	217
Cash	187	29
Property	279	101
Other assets	311	159
Total market value of assets	3,108	1,446
Actual return on scheme assets - gain/(loss)	658	66

Amounts recognised in the statement of financial activities

	2017 £'000s	2016 £'000s
Current service cost	1,132	698
Interest income	(43)	(40)
Interest cost	257	295
Total operating charge	1,346	953

Changes in the present value of defined benefit obligations

	2017 £'000s	2016 £'000s
Obligations at 1 September 2016	11,852	7,457
Current service cost	1,132	698
Interest cost	257	295
Employee contributions	206	189
Actuarial loss	2,324	3,495
Benefits paid	(171)	(282)
At 31 August 2017	15,600	11,852

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2017

19 Pensions and similar obligations

(Continued)

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

	2017 £'000s	2016 £'000s
Assets at 1 September 2016	1,446	580
Interest income	43	40
Actuarial gain	615	26
Employer contributions	969	893
Employee contributions	206	189
Benefits paid	(171)	(282)
At 31 August 2017	<u>3,108</u>	<u>1,446</u>

20 Reconciliation of net income to net cash flows from operating activities

	2017 £'000s	2016 £'000s
Net income for the reporting period	1,202	1,506
Adjusted for:		
Capital grants from DfE/ESFA and other capital income	(1,943)	(1,352)
Investment income receivable	(6)	(10)
Defined benefit pension costs less contributions payable	163	(173)
Defined benefit pension net finance cost	214	255
Depreciation of tangible fixed assets	674	689
Loss on disposal of fixed assets	-	69
(Increase)/decrease in debtors	(245)	487
(Decrease)/increase in creditors	(2,264)	997
Net cash used in operating activities	<u>(2,205)</u>	<u>2,468</u>

21 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 Secretary of State for Children, Schools and Families 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.

As no such events have occurred during the year nor are likely to occur in the foreseeable future, the accounts do not contain any provision against contingent liabilities.

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2017

22 Commitments under operating leases

At 31 August 2017 the total future minimum lease payments under non-cancellable operating leases were as follows:

	2017 £'000s	2016 £'000s
Amounts due within one year	25	33
Amounts due in two and five years	54	62
	<u>79</u>	<u>95</u>

23 Related party transactions

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

Whitefield Development Trust is a charitable company which provides substantial financial support for the Academy Trust in terms of grants for capital projects and courses. During the period under review, the Whitefield Development Trust provided a grant of £50K for various capital works around the Whitefield Schools, of which £32k was spent in the year leaving £18k to be carried forward. (2016 - £nil).

24 Members' liability

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

25 Agency arrangements

During the year the academy trust has acted as an agent for NCTL teaching school income. The academy trust received a total of £91,828 and disbursed the whole of the balance to the alliance schools. There was no balance held at the year end.

WHITEFIELD ACADEMY TRUST

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2017

26 Teaching school trading account	2017		2016	
	£'000s	£'000s	£'000s	£'000s
Direct income				
Other external funding		40		40
Direct costs				
Educational supplies and services	2		2	
	<u>2</u>		<u>2</u>	
Other costs				
Support staff costs	38		38	
	<u>38</u>		<u>38</u>	
Total expenditure		(40)		(40)
Surplus/(deficit) from all sources		-		-
Teaching school balances at 1 September 2016		-		-
		<u>-</u>		<u>-</u>
Teaching school balances at 31 August 2017		<u>-</u>		<u>-</u>