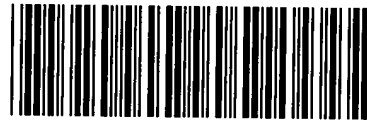


Company Registration No. 09434766 (England and Wales)

FAIR FIELD JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT AND AUDITED ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2016

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FAIR FIELD JUNIOR SCHOOL

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FAIR FIELD JUNIOR SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

M Johnson (Principal and Accounting Officer)
P Morse
A P Harvell
S Bowbrick
A Gardiner
I Connon

Members

S Bowbrick
A Gardiner
I Connon
M Button

Senior management team

- Chief Executive (trust) and Headteacher	M Johnson
- Deputy Headteacher	R Amlani (Appointed June 2016)
- Assistant Headteacher	L Horgan
- Acting Assistant Headteacher	M Goodwin (To June 2016)
- SENco and Inclusion Leader	R Chotai
- Office Manager	D Smith
- Finance Manager and Chief Financial Officer	A Barber

Company registration number

09434766 (England and Wales)

Registered office

Watford Road
Radlett
Herts
WD7 8LU

Independent auditor

UHY Hacker Young (East) Limited
PO Box 501
The Nexus Building
Broadway
Letchworth Garden City
Herts
SG6 9BL

Solicitors

Stone King
Boundary House
91 Charterhouse Street
London
EC1M 6HR

FAIR FIELD JUNIOR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2016

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

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust.

The trustees of Fair Field Junior School are also the directors of the charitable company for the purposes of company law. The charitable company is known as Fair Field Junior School. Details of the Trustees 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.

Trustees' indemnities

The Academy Trust maintains Governors' and officers' liability insurance which gives appropriate cover for any legal action brought against its Trustees and/or Governors. The Academy Trust has also granted indemnities to each of its Trustees and other officers to the extent permitted by law. Qualifying third party indemnity provisions (as defined by section 234 of the Companies Act 2006) were in force during the period and remain in force, in relation to certain losses and liabilities that the Trustees or other officers may incur to third parties in the course of acting as Trustees or officers of the Academy Trust. Details of the insurance cover are provided in note 9 to the financial statements.

Method of recruitment and appointment or election of Trustees

Under the terms of its Articles, the Academy Trust shall have the following trustees:

- The number of trustees shall be not less than three but (unless otherwise determined by ordinary resolution) shall not be subject to any maximum.
- Up to three trustees to be appointed by the members.
- The Chair of each Local Governing Body (currently one Academy).
- The Vice-Chair of the Local Governing Body of Fair Field Junior School.
- The Executive Principal (also referred to as the Chief Executive), Matthew Johnson.
- One staff trustee elected from staff members on the Local Governing Bodies (position currently vacant).

Policies and procedures adopted for the induction and training of trustees and governors

The training and induction provided for new Trustees and Governors depends on their previous experience. All new Trustees and Governors are given a tour of the school and the chance to meet with staff. At induction, all Trustees and Governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role. New Governors attend induction training provided by Herts for Learning. They have access to a full programme of courses which they attend based on their role and experience.

The Academy Trust took over the operation of Fair Field Junior School on the school's conversion to academy status on 1st April 2015. Since then, the Academy Trust's principal object and activity has been to manage the school's provision of education to pupils between the ages of 7 and 11.

FAIR FIELD JUNIOR SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Organisational structure

The organisational structure consists of three levels: the Multi-Academy Trust, the Local Governing Body of Fair Field Junior School (the one academy currently in the trust), and the Senior Leadership Team (of the Academy). The aim of the structure is to devolve responsibility and encourage involvement in decision making at all levels. As there is only one academy currently within the trust and that academy is deemed as Outstanding by Ofsted, the Trust's philosophy is to devolve as much of the strategic direction and operation of that academy to the Local Governing Body (and its sub-committees) as is permissible and practical. The Chief Executive of the trust (Matthew Johnson) is the Accounting Officer.

Fair Field Junior School (the Academy) has its own Governing Body (referred to as the Local Governing Body or LGB). The Governors 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 staff appointments.

The Senior Leadership Team comprises the Chief Executive of the trust and Headteacher (Matthew Johnson), Deputy Headteacher (Roshni Amlani), an Assistant Headteacher (Laura Horgan), SENCo/Inclusion Leader (Renu Chotai), Office Manager (Denise Smith) and Finance Manager (Aileen Barber). Prior to the appointment of the Deputy Headteacher, there was an additional Acting Assistant Headteacher (Michelle Goodwin, 1st September 2015 to 6th June 2016). These managers control the Academy at an executive level implementing the policies laid down by the Governors and reporting back to them. As a group, the Senior Leadership Team are responsible for the authorisation of spending up to a level delegated to them within agreed budgets and the appointment of staff, although appointment panels contain a Governor.

The Middle Management Team includes Curriculum Leaders. Along with the Senior Management Team, these leaders are responsible for the day-to-day operation of the Academy, in particular organising the curriculum, associated training and resources. All spending control is held at the Senior Leadership Team level.

Arrangements for setting pay and remuneration of key management personnel

The Governors agree a scale for the Head teacher's pay, currently L13-19. The Head teacher's appraisal is conducted by the Head teacher's Appraisal committee, which meets formally twice each year. The committee is supported by an independent advisor in setting and appraising annual targets. Progression up the scale is dependent on the Head teacher's performance, including performance against annual targets via a pay recommendation to Head teacher's pay committee.

Related parties and other connected charities and organisations

The Trust co-operates with Fair Field Junior School's (the Academy) Parent Teacher Association (PTA). The PTA runs events that support a sense of community belonging, are engaging for children and their families, and raise funds that are donated to the school.

Fair Field Junior School (the Academy) has close links with its feeder Infant school, St. John's C of E Infant and Nursery School. While the schools work closely together for the good of the children of Radlett and the surrounding areas, there are no formal arrangements between the schools, except provision for St. John's pupils in Fair Field Junior School's Admission Rules.

Mr M Johnson, a trustee and employed as Headteacher by the trust, worked at Fair Field Junior School during the year and was paid a salary, under an employment contract, for his role. The trustees are comfortable that Mr M Johnson's salary provides value for money and is not at a preferential rate.

FAIR FIELD JUNIOR SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Objectives and activities

Objects and aims

(a) To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum ("the Mainstream Academies") 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 ("the Alternative Provision Academies") or 16 to 19 Academies offering a curriculum appropriate to the needs of its students ("the 16 to 19 Academies") or schools specially organised to make special educational provision for pupils with Special Educational Needs ("the Special Academies")

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

The Trust and Fair Field Junior School (academy) are committed to nurturing every individual's potential and thirst for learning through offering a safe, happy and stimulating environment in the heart of community.

The Trust's and Fair Field Junior School's (academy) shared values are: Respect, Perseverance, Kindness, Honesty, Forgiveness, Inclusion. These are woven through the Trust, the leadership ethos and activity and the teaching & learning at the Academy.

Principal Activities

The principal activity of the Academy Trust continues to be the operation of Fair Field Junior School, an academy for 7-11 year olds." For more information on the school's activities see our website at <http://www.ffjs.org.uk>

FAIR FIELD JUNIOR SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Objectives, strategies and activities

The main objectives for Fair Field Junior School (the academy) for academic year 2015/2016 were:

- To begin to explore dialogue with other schools who may wish to join a small academy trust for the benefit of all schools involved;
- To have oversight of the objectives for Fair Field Junior School (the academy) as follows.

The main objectives for Fair Field Junior School (the academy) were:

- Close the achievement gap between disadvantaged pupils and non-disadvantaged pupils.
- Improve achievement in Mathematics;
- Improve attendance.

Headlines from the 2015/2016 school improvement plan for the academy:

Achievement

- Mathematics - improve achievement in Mathematics (to significantly above national average by the end of the key stage)
- Equality of outcomes - eliminate achievement gap between those pupils eligible for Pupil Premium grant and their peers
- More able - improve proportion of pupils achieving well above age expectations
- Spelling - improve teaching and outcomes of spelling

Teaching

- Love of learning - further invest time and resources in opportunities that foster a love of learning, enjoying the new freedoms of Academy status
- Assessment - continue next phase of meaningful assessment that (i) informs and impacts on learning and (ii) enables strategic overview and evaluation
- Special educational needs - further improve provision, monitoring and accountability
- Computing - invest in hardware, staff skills and our curriculum focused on creating
- Music - develop school-wide provision of music through improved curricular and extra-curricular opportunities

Leadership & Management

- Leadership - develop leadership team, strengthen capacity, including recruitment of Deputy Headteacher
- Distributed leadership - support subject leaders' monitoring and evaluation to improve teaching and learning
- Special educational needs - embed improvements in provision from new code of practice
- Staff development - invest in training for provisions
- Staff development - invest in leadership at all levels
- Engagement - harness new website platform and new technologies to further improve engagement with parents and the community
- Wider priorities - develop strategy for Prevent duty

FAIR FIELD JUNIOR SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Public benefit

The trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission (on their website at Charities and Public Benefit) in exercising their powers or duties.

Fair Field Junior School is an Academy converter catering for children aged 7 to 11 and strives to promote and support the advancement of education within the Radlett area. The school provides an extensive programme of educational and recreational activity – all designed to contribute to the overall education of our students in areas such as academic distinction, music, the arts and sport.

For example:

- the school works closely with the Radlett Festival of Music to put on high quality, popular performances working with professional and semi-professional musicians and artists;
- the school works with the NSPCC to raise awareness of cruelty to children, keep children safe and to support fund-raising activity on their behalf;
- the school uses opportunities throughout the school year to raise money for Great Ormond Street Hospital – a cause close to the heart of the pupil and parent bodies (e.g. cake sales, collections).
- the school works alongside our local Police to run safety campaigns for children around traffic, parking, fireworks and Halloween and there is close liaison for the benefit of pupils and the community;
- through a programme of real-world experts, children are inspired to strive to be the best that they can. Industry experts visit the school to share their experience and to motivate pupils. For example, recently, Dr Kelly (Professor of Immunisation, London), Beth Shepherd (Published children's author), and Sue Hampton (Published children's author).
- Links with the Hertfordshire Music Service, including a concert with 50 schools performed at the Royal Albert Hall.
- New links with the Purcell School (nationally recognised school for music) to improve music provision through a series of joint workshops culminating in a very successful concert held at Purcell involving Fair Field Year 5 pupils.

Wherever possible the school also aims to contribute to the benefit of the wider public, by making available the premises to third parties for the provision of educational and other opportunities. For example:

- Radlett Gymnastic Club for local children three afternoons and evenings each week;
- Excel Football Academy one afternoon each week;
- Holiday activity clubs for local children that ran in school holidays during 2015/2016 including all through the summer;
- Charity use of premises.

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. The Trustees believe that the Academy Trust's aims, together with the activities outlined above, are demonstrably to the public benefit.

FAIR FIELD JUNIOR SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Strategic report

Achievements and performance

Towards the end of 2012, Ofsted judged Fair Field Junior School as Outstanding. Since that inspection, the quality of teaching and provision has improved further (evidenced by teaching observations, pupils' work (referred to as work scrutinies), pupil interviews, parent feedback).

On 1st April 2015, Fair Field Junior School was proud to become a converter academy. We are a school of modest size with big ambitions (we have 240 places). On our own, we have successfully formed a Multi-Academy Trust and look forward to working with other schools in the future to share excellent practice, including the possibility of other schools joining the trust for mutual benefit.

Levels of attainment at the school over five years, as well as feedback from local Secondary schools, the pupils and their families, support the trust's view that pupils leave Fair Field Junior School thoroughly prepared for their next stage of education:

Proportion of pupils reaching expected level	National	Fair Field Junior School
Reading, expected level	65%	63%
Writing, expected level	74%	88%
Grammar, Punctuation & Spelling, expected level	72%	79%
Mathematics, expected level	70%	81%

Average scaled scores	Fair Field Junior School
Reading	102.9 (100 = expected score)
Grammar, Punctuation & Spelling	104.4 (100 = expected score)
Mathematics	103.2 (100 = expected score)

In 2016, at Fair Field Junior School:

- disadvantaged(1) pupils' attainment in Mathematics (average scaled scores AND the proportion reaching at least the expected standard) was *better than non-disadvantaged pupils nationally (better than diminishing the difference)*;
- pupil attainment in Mathematics at the end of Key Stage 2 (i.e. 2016 Year 6 leavers) was *significantly* above the national average;
- disadvantaged(1) pupils' attainment in Writing (the proportion reaching at least the expected standard) was *in line with non-disadvantaged pupils nationally (diminishing the difference)*;
- the proportion of pupils reaching the expected level in Writing at the end of Key Stage 2 (i.e. 2016 Year 6 leavers) was *significantly* above the national average;
- the proportion of pupils reaching Greater Depth in Writing is significantly above the national average;
- pupil attainment in English Grammar, Punctuation and Spelling(1) at the end of Key Stage 2 was above the national average;
- pupil attainment in Reading is broadly in line with national expectations – this is below the expectations we set ourselves and below the level of attainment in Reading from the previous 5 years. This is a key priority in 2016/2017;

(1) Those pupils eligible for Pupil Premium Grant (PPG)

FAIR FIELD JUNIOR SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Key performance indicators

The Governors consider that the following are key performance indicators for the Academy Trust:

- Pupils numbers (leading directly to the Education Funding Agency ("EFA") funding level);
- Year 3 pupil intake;
- General financial stability - aim for income to match expenditure each year;
- Income per pupil
- Staff costs as a percentage of grant income;
- Staff costs as a percentage of total costs;
- Ofsted inspection results;

The school has very healthy pupil numbers (~238 out of a maximum 240 through this period) and because year groups are full, has had appeals for places during the year. Pupil entry into Year 3 is very strong, with all places being taken. The school has an appropriate carry forward and maintains a strategic Asset Management Plan. The Governors and trustees evaluate the proportion of income spent on staffing and both the budget and the five year plan are sustainable. Ofsted judged the school as Outstanding at its last visit.

The Governors have been pleased that expectations for all key performance indicators listed have been successfully met during the period.

Going concern

After making appropriate enquiries, the board of trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason the board of trustees continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

Financial review

Most of the Academy's recurrent income is obtained from the EFA in the form of grants, the use of which is restricted to particular purposes. The grants received from the EFA during the period ended 31 August 2016 and the associated expenditure are shown as restricted funds in the statement of financial activities.

During the period ended 31 August 2016, total expenditure of £1,205,855 was mostly covered by recurrent grant funding from the EFA together with other incoming resources. The excess of expenditure over income for the year was £32,207.

At 31 August 2016, the net book value of fixed assets was £2,820,988. Movements in tangible fixed assets are shown in note 11 to the financial statements. During the period the assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

FAIR FIELD JUNIOR SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Reserves policy

The Trustees review the reserve levels of the Academy Trust throughout the year. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of the reserves.

Future funding of the Trust is largely a matter of government and is subject to a number of uncertainties and variable elements such as pupil numbers. In order to provide security against future funding shortfalls and other unforeseen events, the trustees consider it prudent to maintain a certain level of reserves based on projections of income and expenditure over a five year period. In addition it is the Trustees' policy to build up reserves to provide funds for future capital projects with a view to maintaining and enhancing the infrastructure of the school. At 31 August 2016, total reserves were £2,689,338 of which £11,331 was designated as unrestricted funds.

Investment policy and powers

The trust's primary aim when considering investments is financial security. Currently, along with many academy trusts, the trust holds all its funds in a Lloyds PLC bank account aimed at academy trusts.

Principal risks and uncertainties

The trustees have assessed the major risks to which the Academy Trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy Trust, and its finances. The trustees, through the Local Governing Body, have implemented a number of systems to assess risks that Fair Field Junior School (the Academy) faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to manage risk. Where significant financial risk still remains they have ensured they have adequate insurance cover. The Academy Trust has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

The trust maintains a Risk Register that evaluates and scores risks and ensures intervention where appropriate. The main risks that the Academy is exposed to are summarised below. For each of these risks the probability, impact and seriousness have been considered together with appropriate action and management plans:

- Operational and reputational - this covers risks to the running of the Academy (including the capacity of staff and buildings to meet the needs of pupils) and its performance in delivering the curriculum.
- Financial - covering risks to the Academy Trust's financial position, including revenue streams, cost control and cash management.
- The risks to which the Academy Trust is exposed arise both internally and externally. External risks include those in respect of future funding levels, competition, changes to rules and regulations, and the financial position of the staff pension schemes.

The Academy Trust does not use complex financial instruments. It manages its activities using cash and various items such as debtors and trade creditors that arise directly from its operations.

The existence of these financial instruments exposes the Academy Trust to a number of financial risks which are described in more detail below. The main risks arising from the Trust's financial instruments are liquidity risk.

Liquidity risk – the Trust manages its cash resources, including sufficient working capital, so that all its operating needs are met without the need for short-term borrowing.

Credit risk arises from the possibility that amounts owed to the Trust will not be repaid. The Trust does not undertake credit activities so it is only exposed to credit risk as it arises from normal business. Credit risk is managed through the use of approved banks and the prompt collection of amounts due.

FAIR FIELD JUNIOR SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Plans for future periods

The main objectives for the Trust are:

- Explore growing the Multi-Academy Trust for the benefit of the Fair Field community and partners
- Develop facilities through partnerships in order to further improve our offer for pupils
- Develop outreach including the provision of services to others

The main objectives for Fair Field Junior School (the academy) are:

- Improve pupil outcomes in Reading at the end of key stage 2 through development of teaching of reading skills
- Equality of outcomes - eliminate achievement gap between those pupils eligible for Pupil Premium grant and their peers
- Continue to build on improvements and new methods in Mathematics in order to further improve outcomes at the end of key stage 2

The headline objectives from the School Improvement Plan 2016/2017 are as follows:

1. Leadership & Management

- Leadership - develop new leadership team, embed roles and responsibilities
- Distributed leadership - support subject leaders' monitoring and evaluation to improve teaching & learning and pupil achievement
- Special Education Needs - monitor impact of provisions through case studies to refine and improve
- Outreach - further develop links with local schools to further improve the offer for Fair Field pupils
- Improve strategic overview of events and deadlines to minimise disruption to curriculum timetable

2. Teaching, Learning and Assessment

- Marking & Feedback - improve consistency and impact through review of whole-school policy and application
- English - introduction of Pie Corbett approach to the learning journey
- Targets - develop and embed new learning targets for English and Mathematics
- Pupil Voice - exercise curricular freedom
- Science - review teaching to ensure the skills of investigation are at the centre of science learning
- Learning environment - develop use of working walls and pupil-led success criteria

3. Personal Development, Behaviour & Welfare

- Attendance and punctuality - improve attendance to 96% and improve punctuality
- Behaviour for learning - improve consistency of approach through review of whole school policy and application, including new Golden Rules
- Improve and streamline recording of provision, pastoral support and safeguarding
- Support class teachers to maintain pupil uniform and equipment standards
- Improve support for pupils in preparing for Secondary school consortium requirements

4. Outcomes

- Improve pupil outcomes in Reading at the end of key stage 2 through development of teaching of reading skills
- Equality of outcomes - eliminate achievement gap between those pupils eligible for Pupil Premium grant and their peers
- Continue to build on improvements and new methods in Mathematics in order to further improve outcomes at the end of key stage 2

FAIR FIELD JUNIOR SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Auditor

In so far as the Trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 24/11/2016 and signed on its behalf by:



M Johnson
Principal and Accounting Officer



S Bowbrick
Trustee

FAIR FIELD JUNIOR SCHOOL

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2016

Scope of responsibility

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

The board of trustees has delegated the day-to-day responsibility to the principal, 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 Fair Field Junior School and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities.

During the period 1st September 2015 to August 31st 2016, the Trust met 4 times, the Finance Committee met 3 times and the Audit committee met once (prior to being merged with the Finance committee – see below).

In addition, between the year-end and the date of this report, the Trust, Finance Committee and Audit Committee have each met once.

During the period 1st September 2015 to August 31st 2016, the full Local Governing Body (a trust committee) of Fair Field Junior School (the Academy) met 5 times and there were 10 LGB sub-committee meetings (namely 5 Resources committee meetings and 5 Standards & Curriculum committee meetings).

Committee Meetings and attendance during the period 1st September 2015 to 31st August 2016:

Trustees	Trust	Trust Finance	Trust Audit	LGB	Resources	Standards and Curriculum
Stephen Bowbrick	3/4	3/3	1/1	5/5	2/5	3/5
Andrew Gardiner	4/4	3/3	NA	5/5	5/5	NA
Ian Connon	3/4	3/3	1/1	4/5	5/5	NA
Paul Morse	4/4	3/3	1/1	5/5	NA	5/5
Andy Harvell	2/4	3/3	NA	2/5	2/5	NA
Matthew Johnson	4/4	3/3	NA	5/5	5/5	5/5

LGB	LGB	Resources	Standards and Curriculum
Mary Button	3/5	NA	5/5
Paul English	3/5	2/5	NA
Murali Thavasoathy	5/5	3/5	NA
Denise Smith	5/5	2/5	NA
Muriel Beaver	5/5	NA	5/5
Jenny Williams	2/5	NA	3/5
Shilpa Shah	4/5	NA	3/5

FAIR FIELD JUNIOR SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Governance review

The Finance committee is a sub-committee of the main board of trustees. The committee has arranged an annual programme of work to evaluate and report on financial risk to the trust – two internal audits performed across each year. Its purpose is to plan and monitor the financial and other resources of the trust effectively, and to ensure the schools within the trust (currently one) provide a safe educational environment. The Finance committee has oversight of risk management, financial procedures and compliance. The committee prepares for and responds to audit. The committee receives budget recommendations from the academy's Local Governing Body as part of routine budget setting and monitoring.

The Audit committee was merged into the Finance committee during the year. The functions of the previous audit committee are now the responsibility of the trust Finance committee as above.

Review of Value for Money

As accounting officer, the Chief Executive (Matthew Johnson) has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The accounting officer considers how the trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where available. The accounting officer for the academy trust has delivered improved value for money during the year by:

- Staffing – in order to reduce use of supply staff budget, a revised staffing structure was implemented. This has dramatically reduced the spend on supply (which is inconsistent for pupils and can be variable value for money). This new structure also includes more leadership capacity, strengthening strategic focus and school improvement, as well as ensuring much more consistent learning during unexpected absence of staff.
- Energy prices – competitive energy prices were secured through a review of market prices across a range of suppliers and then switching to a more cost-effective provider.
- Staff absence insurance – competitive prices were secured through a review of market prices across a range of suppliers and then switching to a more cost-effective provider.
- Staffing – in order to reduce staffing costs, negotiations were held within the period to bring a member of teaching assistant staff from an agency contract onto the school staff (fixed-term contract). After discussions with the agency, it was agreed that no fee would be implemented by the agency in regard to the transfer. The school benefited from lower staff costs for the duration of the rest of the contract.

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 trust has an established system of internal control for itself and for Fair Field Junior School which has been in place for the period under review - 1st September 2015 to 31st August 2016 and up to the date of approval of the annual report and financial statements.

FAIR FIELD JUNIOR SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Capacity to handle risk

The board of Trustees 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 Trustees 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 2015 to 31 August 2016 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of Trustees.

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 board of trustees;
- 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 board of trustees has considered the need for a specific internal audit function and has decided:

- to appoint UHY Hacker Young (East) Limited as internal auditor.

The auditor's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. Twice a year, the auditor reports to the board of trustees on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities.


Review of effectiveness

As accounting officer, the Chief Executive has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

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

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the finance and general purposes committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the board of trustees on 24/11/2016 and signed on its behalf by:


M Johnson
Principal and Accounting Officer


S Bowbrick
Trustee

FAIR FIELD JUNIOR SCHOOL

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

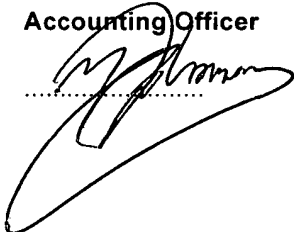
FOR THE YEAR ENDED 31 AUGUST 2016

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

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

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date.

M Johnson
Accounting Officer

A handwritten signature in black ink, appearing to read 'M Johnson', is written over a horizontal dotted line.

FAIR FIELD JUNIOR SCHOOL

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2016

The trustees (who also act as governors for Fair Field Junior School and are also the directors of Fair Field Junior School for the purposes of company law) are responsible for preparing the Trustees' Report and the accounts in accordance with the Annual Accounts Direction issued by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the Trustees are required to:

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

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

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

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

Approved by order of the board of trustees on 24/11/2016 and signed on its behalf by:


M Johnson
Principal and Accounting Officer


S Bowbrick
Trustee

FAIR FIELD JUNIOR SCHOOL

INDEPENDENT AUDITOR'S REPORT ON THE ACCOUNTS TO THE MEMBERS OF FAIR FIELD JUNIOR SCHOOL

We have audited the accounts of Fair Field Junior School for the year ended 31 August 2016 set out on pages 21 to 41. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2015 to 2016 issued by the Education Funding Agency.

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

Respective responsibilities of Trustees and auditors

As explained more fully in the Trustees' Responsibilities Statement set out on page 16, the Trustees, who are also the directors of Fair Field Junior School for the purposes of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the accounts

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

Opinion on accounts

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2016 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 2015 to 2016.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts.

FAIR FIELD JUNIOR SCHOOL

INDEPENDENT AUDITOR'S REPORT ON THE ACCOUNTS TO THE MEMBERS OF FAIR FIELD JUNIOR SCHOOL (CONTINUED)

Matters on which we are required to report by exception

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

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



James Price FCA (Senior Statutory Auditor)
for and on behalf of UHY Hacker Young (East) Limited

Chartered Accountants
Statutory Auditor
PO Box 501
The Nexus Building
Broadway
Letchworth Garden City
Herts
SG6 9BL

Dated: 13/12/16

FAIR FIELD JUNIOR SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO FAIR FIELD JUNIOR SCHOOL AND THE EDUCATION FUNDING AGENCY

In accordance with the terms of our engagement letter dated 15 February 2015 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2015 to 2016, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Fair Field Junior School during the period 1 September 2015 to 31 August 2016 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Fair Field Junior School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Fair Field Junior School's funding agreement with the Secretary of State for Education dated December 2014 and the Academies Financial Handbook, extant from 1 September 2015, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2015 to 2016. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2015 to 31 August 2016 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2015 to 2016 issued by EFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

FAIR FIELD JUNIOR SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO FAIR FIELD JUNIOR SCHOOL AND THE EDUCATION FUNDING AGENCY (CONTINUED)

The work undertaken to draw to our conclusion includes:

- reviewing the Minutes of the meetings of the Governing Body and other evidence available to us, relevant to our consideration of regularity
- a review of the objectives and activities of the Academy, with reference to the income streams and other information available to us auditors of the Academy
- testing of a sample of payroll payments to staff
- testing of a sample of payments to suppliers and other third parties
- testing of a sample of grants received and other income streams
- evaluating the internal control procedures and reporting lines, testing as appropriate and making appropriate enquiries of the Accounting Officer.

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2015 to 31 August 2016 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



James Price FCA
Reporting Accountant
UHY Hacker Young (East) Limited

Dated: 13/12/16

FAIR FIELD JUNIOR SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2016

	Notes	Unrestricted Funds £	Restricted funds: General £ Fixed asset £	Total 2016 £	Total 2015 £
Income and endowments from:					
Donations and capital grants	2	1,371	5,198	19,177	25,746
Donations - transfer from local authority on conversion		-	-	-	2,787,190
Charitable activities:					
- Funding for educational operations	3	39,196	1,074,484	-	1,113,680
Other trading activities	4	32,135	1,808	-	33,943
Investments	5	279	-	-	279
Total income and endowments		72,981	1,081,490	19,177	1,173,648
Expenditure on:					
Raising funds	6	31,161	4,752	-	35,913
Charitable activities:					
- Educational operations	7	39,195	1,079,157	51,590	1,169,942
Total expenditure	6	70,356	1,083,909	51,590	1,205,855
Net income/(expenditure)		2,625	(2,419)	(32,413)	(32,207)
Transfers between funds		-	(12,145)	12,145	-
Other recognised gains and losses					
Actuarial gains/(losses) on defined benefit pension schemes	18	-	(111,000)	-	(111,000)
Net movement in funds		2,625	(125,564)	(20,268)	(143,207)
Reconciliation of funds					
Total funds brought forward		17,614	(26,325)	2,841,256	2,832,545
Total funds carried forward		20,239	(151,889)	2,820,988	2,689,338

FAIR FIELD JUNIOR SCHOOL

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

FOR THE YEAR ENDED 31 AUGUST 2016

Comparative information for period from 11 February 2015 to 31 August 2015	Notes	Unrestricted	Restricted funds:		Total
		Funds	General	Fixed asset	2015
		£	£	£	£
Income and endowments from:					
Donations and capital grants	2	1,758	-	2,787	4,545
Donations - transfer from local authority on conversion		13,396	(79,341)	2,853,135	2,787,190
Charitable activities:					
- Funding for educational operations	3	11,316	487,366	-	498,682
Other trading activities	4	8,222	1,560	-	9,782
Investments	5	91	-	-	91
Total income and endowments		<u>34,783</u>	<u>409,585</u>	<u>2,855,922</u>	<u>3,300,290</u>
Expenditure on:					
Raising funds	6	-	35,769	-	35,769
Charitable activities:					
- Educational operations	7	-	426,489	22,487	448,976
Total expenditure	6	<u>-</u>	<u>462,258</u>	<u>22,487</u>	<u>484,745</u>
Net income/(expenditure)		34,783	(52,673)	2,833,435	2,815,545
Transfers between funds		-	(7,821)	7,821	-
Other recognised gains and losses					
Actuarial gains/(losses) on defined benefit pension schemes	18	-	17,000	-	17,000
Net movement in funds		34,783	(43,494)	2,841,256	2,832,545
Reconciliation of funds					
Total funds brought forward		-	-	-	-
Total funds carried forward		<u>34,783</u>	<u>(43,494)</u>	<u>2,841,256</u>	<u>2,832,545</u>

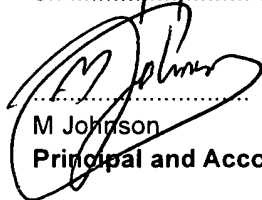
FAIR FIELD JUNIOR SCHOOL

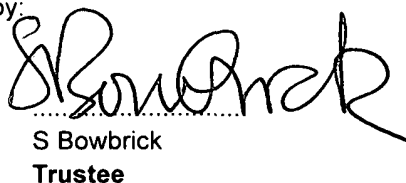
BALANCE SHEET

AS AT 31 AUGUST 2016

	Notes	2016 £	£	2015 £	£
Fixed assets					
Tangible assets	11		2,820,988		2,841,256
Current assets					
Debtors	12	48,526		68,823	
Cash at bank and in hand		222,327		184,901	
		<u>270,853</u>		<u>253,724</u>	
Current liabilities					
Creditors: amounts falling due within one year	13	(93,794)		(76,852)	
Net current assets			177,059		176,872
Total assets less current liabilities			<u>2,998,047</u>		<u>3,018,128</u>
Creditors: amounts falling due after more than one year	14		(709)		(1,583)
Net assets excluding pension liability			<u>2,997,338</u>		<u>3,016,545</u>
Defined benefit pension liability	18		(308,000)		(184,000)
Net assets			<u><u>2,689,338</u></u>		<u><u>2,832,545</u></u>
Funds of the academy trust:					
Restricted funds	16				
- Fixed asset funds			2,820,988		2,841,256
- Restricted income funds			156,111		140,506
- Pension reserve			(308,000)		(184,000)
Total restricted funds			<u>2,669,099</u>		<u>2,797,762</u>
Unrestricted income funds	16		<u>20,239</u>		<u>34,783</u>
Total funds			<u><u>2,689,338</u></u>		<u><u>2,832,545</u></u>

The accounts set out on pages 21 to 41 were approved by the board of trustees and authorised for issue on 24/11/2016 and are signed on its behalf by:


M Johnson
Principal and Accounting Officer


S Bowbrick
Trustee

Company Number 09434766

FAIR FIELD JUNIOR SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2016

	Notes	2016 £	£	2015 £	£
Cash flows from operating activities					
Net cash provided by operating activities	19		51,038		56,920
Cash funds transferred on conversion			-		132,383
			<u>51,038</u>		<u>189,303</u>
Cash flows from investing activities					
Interest from investments		279		91	
Capital funding from sponsors and others		19,177		2,787	
Payments to acquire tangible fixed assets		(31,322)		(10,608)	
		<u></u>	(11,866)	<u></u>	(7,730)
Cash flows from financing activities					
Repayment of long term government loan		(1,746)		3,328	
		<u></u>	(1,746)	<u></u>	3,328
Change in cash and cash equivalents in the reporting period			<u>37,426</u>		<u>184,901</u>
Cash and cash equivalents at 1 September 2015			184,901		-
Cash and cash equivalents at 31 August 2016			<u><u>222,327</u></u>		<u><u>184,901</u></u>

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2016

1 Accounting policies

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

1.1 Basis of preparation

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

Fair Field Junior School meets the definition of a public benefit entity under FRS 102.

1.2 Comparatives

The Trust was incorporated on 11 February 2015. Comparative information presented in these financial statements covers the period from incorporation to 31 August 2015 and reflects the school's activities for the period from 1 April to 31 August 2015.

1.3 Going concern

The Trustees 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 Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the accounts 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 accounts.

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

Sponsorship income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2016

1 Accounting policies

(Continued)

Donations

Donations are recognised on a receivable basis (where there are no performance-related conditions) where the receipt is probable and the amount can be reliably measured.

Other income

Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the academy trust has provided the goods or services.

Donated goods, facilities and services

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be 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.

1.5 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.

1.6 Tangible fixed assets and depreciation

Assets costing £2,000 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.

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

1 Accounting policies

(Continued)

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

Freehold buildings	42 years straight line
Computer equipment	3 years straight line
Fixtures, fittings & equipment	5 years straight line

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

1.7 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.

1.8 Leasing and hire purchase commitments

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

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 18, 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.

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

1 Accounting policies

(Continued)

The LGPS is a funded scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit 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 Trustees.

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

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

1.12 Concessionary loans

Government loans are classified as concessionary loans and are initially recognised as a liability at the amount received, with the carrying amount being adjusted in subsequent years to reflect repayments made and any accrued interest payable.

1.13 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.

The depreciation charged on tangible fixed assets other than freehold land is carried out over the expected useful life of the asset as estimated by the trustees of the academy. The useful life of freehold buildings of 42 years is based on the expected life estimation from the valuation of land and buildings on conversion.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2013 has been used by the actuary in valuing the pensions liability at 31 August 2016. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

1 Accounting policies (Continued)

Critical areas of judgement

The Trustees do not believe there are any areas of judgement that have a significant effect on amounts recognised in the financial statements, apart from those involving estimation and assumptions as disclosed above in Critical accounting estimates and assumptions.

2 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
Private sponsorship	-	5,198	5,198	-
Capital grants	-	10,568	10,568	2,787
Other donations	1,371	8,609	9,980	1,758
	<u>1,371</u>	<u>24,375</u>	<u>25,746</u>	<u>4,545</u>

3 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
DfE / EFA grants				
General annual grant (GAG)	-	956,990	956,990	403,114
Start up grants	-	-	-	25,000
Other DfE / EFA grants	-	86,737	86,737	37,864
	<u>-</u>	<u>1,043,727</u>	<u>1,043,727</u>	<u>465,978</u>
Other government grants				
Special educational projects	-	1,500	1,500	-
	<u>-</u>	<u>1,500</u>	<u>1,500</u>	<u>-</u>
Other funds				
Other incoming resources	39,196	29,257	68,453	32,704
	<u>39,196</u>	<u>29,257</u>	<u>68,453</u>	<u>32,704</u>
Total funding	<u>39,196</u>	<u>1,074,484</u>	<u>1,113,680</u>	<u>498,682</u>

4 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
Music tuition	22,284	1,808	24,092	1,560
Other income	9,851	-	9,851	8,222
	<u>32,135</u>	<u>1,808</u>	<u>33,943</u>	<u>9,782</u>

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2016

5 Investment income

	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
Short term deposits	279	-	279	91

6 Expenditure

	Staff costs £	Premises & equipment £	Other costs £	Total 2016 £	Total 2015 £
Academy's educational operations					
- Direct costs	745,838	43,852	70,795	860,485	291,849
- Allocated support costs	118,036	64,267	127,154	309,457	157,127
	<u>863,874</u>	<u>108,119</u>	<u>197,949</u>	<u>1,169,942</u>	<u>448,976</u>
Other expenditure					
Raising funds	<u>7,701</u>	<u>-</u>	<u>28,212</u>	<u>35,913</u>	<u>35,769</u>
Total expenditure	<u>871,575</u>	<u>108,119</u>	<u>226,161</u>	<u>1,205,855</u>	<u>484,745</u>

Net income/(expenditure) for the year includes:

	2016 £	2015 £
Fees payable to auditor for:		
- Audit	6,750	6,500
- Other services	3,808	1,950
Operating lease rentals	579	579
Depreciation of tangible fixed assets	<u>51,590</u>	<u>22,487</u>

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

7 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
Direct costs - educational operations	668	859,817	860,485	291,849
Support costs - educational operations	38,527	270,930	309,457	157,127
	<u>39,195</u>	<u>1,130,747</u>	<u>1,169,942</u>	<u>448,976</u>

	2016 £	2015 £
Analysis of support costs		
Support staff costs	118,036	54,768
Depreciation and amortisation	7,738	22,487
Technology costs	4,549	838
Premises costs	56,529	13,576
Other support costs	101,574	33,913
Governance costs	21,031	31,545
	<u>309,457</u>	<u>157,127</u>

8 Staff costs

	2016 £	2015 £
Wages and salaries	673,283	270,325
Social security costs	48,916	15,436
Operating costs of defined benefit pension schemes	118,326	44,050
Staff costs	<u>840,525</u>	<u>329,811</u>
Supply staff costs	25,077	8,414
Staff development and other staff costs	5,973	1,684
Total staff expenditure	<u>871,575</u>	<u>339,909</u>

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2016

8 Staff costs

(Continued)

Staff numbers

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

	2016 Number	2015 Number
Teachers	12	12
Administration and support	19	17
Management	6	6
	<u>37</u>	<u>35</u>

The average number of persons employed by the academy trust during the year expressed as full time equivalents was as follows:

	2016 Number	2015 Number
Teachers	8.68	8.80
Administration and support	8.01	7.53
Management	4.73	5.23
	<u>21.42</u>	<u>21.56</u>

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

	2016 Number	2015 Number
£60,000 - £64,999	<u>1</u>	<u>1</u>

Key management personnel

The key management personnel of the academy trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £235,971 (2015: 89,449).

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

9 Trustees' remuneration and expenses

One or more of the Trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment, and not in respect of their services as Trustees. Other Trustees did not receive any payments, from the academy trust in respect of their role as Trustees.

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

M Johnson (Head teacher and Trustee):

Remuneration £60,000 - £65,000 (2015: £25,000 - £30,000)

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

During the period ended 31 August 2016, expenses totalling £218 (2015: £nil) were reimbursed to M Johnson, trustee and head teacher.

10 Trustees and officers insurance

In accordance with normal commercial practice, the academy trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business. This insurance is included within an overall Risk Protection Arrangement (RPA) agreement entered into with the EFA, the total cost of which was £5,950 for the year ended 31 August 2016.

11 Tangible fixed assets

	Freehold buildings	Computer equipment	Fixtures, fittings & equipment	Total
	£	£	£	£
Cost				
At 1 September 2015	2,814,000	33,526	16,217	2,863,743
Additions	-	2,852	28,470	31,322
At 31 August 2016	2,814,000	36,378	44,687	2,895,065
Depreciation				
At 1 September 2015	12,600	6,314	3,573	22,487
Charge for the year	30,238	15,994	5,358	51,590
At 31 August 2016	42,838	22,308	8,931	74,077
Net book value				
At 31 August 2016	2,771,162	14,070	35,756	2,820,988
At 31 August 2015	2,801,400	27,212	12,644	2,841,256

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2016

12 Debtors	2016 £	2015 £
VAT recoverable	10,288	14,111
Other debtors	15,850	31,256
Prepayments and accrued income	22,388	23,456
	<u>48,526</u>	<u>68,823</u>
	<u><u>48,526</u></u>	<u><u>68,823</u></u>
13 Creditors: amounts falling due within one year	2016 £	2015 £
Government loans	873	1,745
Trade creditors	31,069	22,096
Other taxation and social security	29,635	25,631
Other creditors	31,301	22,729
Accruals and deferred income	916	4,651
	<u>93,794</u>	<u>76,852</u>
	<u><u>93,794</u></u>	<u><u>76,852</u></u>
14 Creditors: amounts falling due after more than one year	2016 £	2015 £
Government loans	<u>709</u>	<u>1,583</u>
	<u><u>709</u></u>	<u><u>1,583</u></u>
Analysis of loans		
Wholly repayable within five years	1,582	3,328
Less: included in current liabilities	(873)	(1,745)
	<u>709</u>	<u>1,583</u>
Amounts included above	<u><u>709</u></u>	<u><u>1,583</u></u>
Loan maturity		
Debt due in one year or less	873	873
Due in more than one year but not more than two years	709	873
Due in more than two years but not more than five years	-	1,582
	<u>1,582</u>	<u>3,328</u>
	<u><u>1,582</u></u>	<u><u>3,328</u></u>

Included within creditors is a loan of £1,582 from Hertfordshire County Council, as a Salix loan, which is provided on the following terms as interest free and repayable by February 2018.

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

15	Deferred income	2016 £	2015 £
	Deferred income is included within:		
	Creditors due within one year	916	4,651
		<u>916</u>	<u>4,651</u>
	Deferred income at 1 September 2015	4,651	-
	Released from previous years	(4,651)	-
	Amounts deferred in the year	916	4,651
		<u>916</u>	<u>4,651</u>
	Deferred income at 31 August 2016	<u>916</u>	<u>4,651</u>

Included in deferred income are balances related to pupil dinner money and capital grants.

16	Funds	Balance at 1 September 2015 £	Incoming resources £	Resources expended £	Gains, losses & transfers £	Balance at 31 August 2016 £
	Restricted general funds					
	General Annual Grant	-	956,990	(956,990)	-	-
	Other DfE / EFA grants	-	86,737	(86,737)	-	-
	Other government grants	-	1,500	(1,500)	-	-
	Other restricted funds	157,675	36,263	(25,682)	(12,145)	156,111
		<u>157,675</u>	<u>1,081,490</u>	<u>(1,070,909)</u>	<u>(12,145)</u>	<u>156,111</u>
	Funds excluding pensions	157,675	1,081,490	(1,070,909)	(12,145)	156,111
	Pension reserve	(184,000)	-	(13,000)	(111,000)	(308,000)
		<u>(26,325)</u>	<u>1,081,490</u>	<u>(1,083,909)</u>	<u>(123,145)</u>	<u>(151,889)</u>
	Restricted fixed asset funds					
	DfE / EFA capital grants	2,841,256	10,568	(42,981)	12,145	2,820,988
	Private sector capital sponsorship	-	8,609	(8,609)	-	-
		<u>2,841,256</u>	<u>19,177</u>	<u>(51,590)</u>	<u>12,145</u>	<u>2,820,988</u>
	Total restricted funds	<u>2,814,931</u>	<u>1,100,667</u>	<u>(1,135,499)</u>	<u>(111,000)</u>	<u>2,669,099</u>
	Unrestricted funds					
	General funds	17,614	72,981	(70,356)	-	20,239
		<u>17,614</u>	<u>72,981</u>	<u>(70,356)</u>	<u>-</u>	<u>20,239</u>
	Total funds	<u>2,832,545</u>	<u>1,173,648</u>	<u>(1,205,855)</u>	<u>(111,000)</u>	<u>2,689,338</u>

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2016

16 Funds

(Continued)

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

General Annual Grant

The General Annual Grant (GAG) must be used for the normal running costs of the academy. Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2016.

Other DfE / EFA grants

This represents other funding for various purposes including pupil premium, sports funding, training and other pupil related activities.

Other government grants

This represents funding received from local government for various specific purposes including special educational needs children and education other than at school.

Other restricted funds

The other restricted funds relate to various school and educational activities which are not funded by the General Annual Grant.

Pensions Reserve

The defined benefit pension scheme relates to the pension deficit arising on the LGPS pension scheme.

Restricted fixed asset fund

The restricted fund asset fund was funded predominantly by the funds inherited on conversion to an academy from the local authority following the transfer of the land and buildings.

17 Analysis of net assets between funds

	Unrestricted Funds £	General £	Restricted funds: Fixed asset £	Total 2016 £
Fund balances at 31 August 2016 are represented by:				
Tangible fixed assets	-	-	2,820,988	2,820,988
Current assets	20,239	250,614	-	270,853
Creditors falling due within one year	-	(93,794)	-	(93,794)
Creditors falling due after one year	-	(709)	-	(709)
Defined benefit pension liability	-	(308,000)	-	(308,000)
	<u>20,239</u>	<u>(151,889)</u>	<u>2,820,988</u>	<u>2,689,338</u>

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

18 Pensions and similar obligations

The academy trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Hymans Robertson LLP. 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 August 2013.

Contributions amounting to £14,285 (2015: £11,841) were payable to the schemes at 31 August 2016 and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

The key elements of the valuation and subsequent consultation are:

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

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

The pension costs paid to the TPS in the period amounted to £74,563 (2015: £25,425).

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2016

18 Pensions and similar obligations

(Continued)

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

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

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 % for employers and % for employees. The estimated value of employer contributions for the forthcoming year is £39,000.

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	2016 £	2015 £
Employer's contributions	39,000	14,000
Employees' contributions	9,000	3,000
Total contributions	48,000	17,000

Principal actuarial assumptions	2016 %	2015 %
Rate of increases in salaries	3.6	4.0
Rate of increase for pensions in payment	2.1	2.6
Discount rate	2.0	3.7
Inflation assumption (CPI)	2.1	3.7
Commutation of pensions to lump sums	50.0	50.0

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

	2016 Years	2015 Years
Retiring today		
- Males	22.3	22.3
- Females	24.5	24.5
Retiring in 20 years		
- Males	24.3	24.3
- Females	26.7	26.7

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2016

18 Pensions and similar obligations

(Continued)

The academy trust's share of the assets in the scheme	2016 Fair value £	2015 Fair value £
Equities	136,710	88,660
Bonds	60,760	38,610
Property	15,190	10,010
Other assets	4,340	5,720
Total market value of assets	217,000	143,000
Actual return on scheme assets - gain/(loss)	26,000	(4,000)
Amounts recognised in the statement of financial activities	2016 £	2015 £
Current service cost (net of employee contributions)	(45,000)	(18,000)
Net interest cost	(7,000)	(2,000)
Total operating charge	(52,000)	(20,000)
Changes in the present value of defined benefit obligations		2016 £
Obligations at 1 September 2015		327,000
Current service cost		45,000
Interest cost		13,000
Employee contributions		9,000
Actuarial loss		131,000
At 31 August 2016		525,000
Changes in the fair value of the academy trust's share of scheme assets		2016 £
Assets at 1 September 2015		143,000
Interest income		6,000
Return on plan assets (excluding amounts included in net interest):		
Actuarial gain		20,000
Employer contributions		39,000
Employee contributions		9,000
At 31 August 2016		217,000

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2016

19 Reconciliation of net income/(expenditure) to net cash flows from operating activities

	2016 £	2015 £
Net income/(expenditure) for the reporting period	(32,207)	2,815,545
Adjusted for:		
Net deficit/(surplus) transferred on conversion	-	(2,787,190)
Capital grants from DfE/EFA and other capital income	(19,177)	(2,787)
Investment income	(279)	(91)
Defined benefit pension costs less contributions payable	6,000	4,000
Defined benefit pension net finance cost	7,000	2,000
Depreciation of tangible fixed assets	51,590	22,487
Decrease/(increase) in debtors	20,297	(68,823)
Increase in creditors	17,814	75,107
Stocks, debtors and creditors transferred on conversion	-	(3,328)
Net cash provided by operating activities	51,038	56,920

20 Commitments under operating leases

At 31 August 2016 the total future minimum lease payments under non-cancellable operating leases were as follows:

	2016 £	2015 £
Amounts due within one year	290	579
Amounts due in two and five years	-	290
	290	869

21 Related party transactions

Owing to the nature of the academy trust's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees or members of the academy trust 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. The following related party transaction took place in the period of account.

At the balance sheet date, the academy owed £56 (2015: £nil) to M Johnson, trustee and head teacher.

In entering into these transactions, the academy trust has complied with the requirements of the Academies Financial Handbook 2015.

FAIR FIELD JUNIOR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

22 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.