

HENLEAZE JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

**HENLEAZE JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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**HENLEAZE JUNIOR SCHOOL
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2014**

Trustees Adam Barber, Headteacher^{1,2,3}
David Cooper²
Adrian Jones²
Victoria Laws (resigned 13 May 2014)
Ainslie Levy
Jennifer Shaw (resigned 16 July 2014)³
Jonathan Rees, Chair¹
Nicola O'Brien, Staff Trustee¹
Clayton Ainger (appointed 9 October 2013)¹
Sarah-Jane Ribeiro (appointed 9 October 2013)³
Roger Garrett (appointed 9 October 2013)²
Sylvie Jones, Staff Trustee (appointed 9 October 2013)³
Tomasin James (appointed 26 March 2014)¹

¹ Finance and Premises Committee

² Staff and Wellbeing Committee

³ Pupil Progress and Curriculum Committee

Company registered number 07763421

Principal and Registered office Park Grove
Henleaze
Bristol
BS9 4LG

Company secretary Nicola O'Brien

Senior management team A Barber, Headteacher
J Parr, Deputy Headteacher
L Tomlin, Assistant Headteacher
M Burge, Teacher
S Mumford, Teacher
M Dash, Teacher
S Spaargaren, Teacher
N O'Brien, Business Manager

Independent auditors Bishop Fleming LLP
Chartered Accountants
Statutory Auditors
16 Queen Square
Bristol
BS1 4NT

**HENLEAZE JUNIOR SCHOOL
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**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2014**

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2014. The annual report serves the purpose of both a Trustees' report, and a Directors' report under company law.

The Trust operates an academy for pupils aged 7 to 11 in Henleaze, Bristol. It has a pupil capacity of 360 and had a roll of 376 in the school census on 1 September 2014.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy 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.

The Trustees of Henleaze Junior School are also the directors of the charitable company for the purposes of company law.

Details of the Trustees who served throughout the year, except as noted, 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 Company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they cease to be a member.

Trustees' Indemnities

Trustees benefit from indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as Directors of the Academy Trust. The limit of this indemnity is £10.

In accordance with normal commercial practice the Academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £5,000,000 on any one claim.

TRUSTEES

Method of recruitment and appointment or election of Trustees

On 1 October 2011 the Trustees appointed all those Trustees that served the predecessor school to be Trustees of the newly formed Academy. These Trustees were appointed for a term of office that would end when their original term at the predecessor school would have ended, thus ensuring a staggered re-election or replacement process.

The Academy's Board of Trustees comprises the Headteacher, 2 Parent Governors, Staff Governors (providing that the total number of Governors, including the Headteacher, who are employees of the Academy Trust, does not exceed one third of the total number of Governors) and up to 3 other Governors.

The Academy Trust shall have the following Trustees as set out in its Articles of Association and funding agreement:

- up to 7 Trustees who are appointed by members.
- a minimum of 2 and a maximum of 5 Parent Trustees who are elected by Parents of registered pupils at the Academy.

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**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2014**

- staff Trustees appointed by Governing Body.
- up to 3 Co-opted Trustees who are appointed by the Governing Body.
- the Headteacher who is treated for all purposes as being an ex officio Trustee.

Trustees are appointed for a four year period, except that this time limit does not apply to the Headteacher. Subject to remaining eligible to be a particular type of Trustee, any Trustee can be re-appointed or re-elected.

When appointing new Trustees, the Board will give consideration to the skills and experience mix of existing Trustees in order to ensure that the Board has the necessary skills to contribute fully to the Academy's development.

Policies and Procedures adopted for the Induction and Training of Trustees

The Academy has a Trustee Recruitment, Induction and Training policy available from the Clerk to the Trustees.

The training and induction provided for new Trustees will depend upon their existing experience but would always include a tour of the Academy and a chance to meet staff and pupils. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. As there are normally only two or three new Trustees a year, induction tends to be done informally and is tailored specifically to the individual. Advantage is taken of specific courses offered by the Local Authority and other bodies.

The Academy subscribes to Bristol City Council's Governor Development Service to provide support, resources and training sessions to keep the Trustees updated on relevant developments impacting on their roles and responsibilities.

Organisational Structure

The Board of Trustees normally meets once each term. The Board establishes an overall framework for the governance of the Academy and determines membership, terms of reference and procedures of Committees and other groups. It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale.

There are 3 committees as follows:

- Finance and Premises Committee - this meets at least four times a year and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements and reporting, receiving reports from the Responsible Officer and drafting the annual budget including setting staffing levels. It incorporates the role of an audit committee. It is responsible for the repair and maintenance of the premises. This committee will also monitor, evaluate and review Academy policy, practice and performance in relation to Health and Safety.
- Pupil Progress and Curriculum Committee - this meets once a term to monitor, evaluate and review Academy policy, practice and performance in relation to curriculum planning, communications, target setting and assessment, examinations and all pastoral and welfare issues.
- Staffing and Wellbeing Committee – responsible for overseeing policies relating to HR, pay and conditions, recruitment, training, performance management and working conditions.

The following decisions are reserved to the Board of Trustees; to consider any proposals for changes to the status or constitution of the Academy and its committee structure, to appoint or remove the Chairman and/or Vice Chairman, to appoint the Headteacher and Clerk to the Trustees, to approve the Annual Development Plan and budget.

The Trustees are responsible for setting general policy, adopting an annual plan and budget, approving the statutory accounts, monitoring the Academy by the use of budgets and other data, and making major decisions about the direction of the Academy, capital expenditure and staff appointments.

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**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2014**

The Academy has a leadership structure which consists of the Trustees, The Senior Leadership Team and Team Leaders. The aim of the leadership structure is to devolve responsibility and encourage involvement in decision making at all levels.

The SLT consists of the Headteacher, Deputy Headteacher, the Assistant Headteacher and the Academy Business Manager.

The SMT consists of the SLT plus the SENCO and three School Development Leaders

The Trustees and Governing body have devolved responsibility for day to day management of the Academy to the Headteacher and the SMT. The SMT implement the policies laid down by the Trustees and report back to them on performance.

The SLT controls the Academy at an executive level, implementing the policies laid down by the Trustees and reporting back to them. The Headteacher, Academy Business Manager and Finance, Health & Safety and Premises Committee are responsible for the authorisation of spending within agreed budgets; a summary of this is in the Scheme of Delegation. Some spending control is devolved to Budget Holders, which must be authorised in line with the Scheme of Delegation. The Headteacher is responsible for the appointment of staff, though appointment panels for teaching posts always include a Trustee.

The Headteacher is the Accounting Officer.

Connected Organisations, including Related Party Relationships

The Academy has strong collaborative links with Henleaze Infant School and Claremont Special School, with a Campus Collaboration Committee comprised of governors from all three schools overseeing matters of common interest.

There are no related parties which either control or significantly influence the decisions and operations of Henleaze Junior School.

HENSA (Henleaze Junior School Parent Teacher Association) is associated with the Academy.

OBJECTIVES AND ACTIVITIES

Objects and Aims

The principal object and activity of the Academy is to advance for the public benefit education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a school, offering a broad range of curriculum for pupils of different abilities.

The principal object and activity of the Charitable Company is the operation of Henleaze Junior School to provide free education and care for pupils of different abilities between the ages of 7 and 11.

The aims of the Academy during the year ended 31 August 2014 are summarised below:

- to continue to raise the standard of educational attainment and achievement of all pupils.
- to provide a broad and balanced curriculum, including extra curricular activities.
- to develop students as more effective learners.
- to develop the Academy site so that it enables students to achieve their full potential.
- to ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care.
- to improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review.
- to provide value for money for the funds expended.
- to comply with all appropriate statutory and curriculum requirements.
- to conduct the Academy's business in accordance with the highest standards of integrity, probity and openness

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2014

At Henleaze Junior School we aim to get the best for, and from, each child. We intend to enable each child to realise his or her full academic, creative and physical potential and to develop positive social and moral values. Our Academy is a community in which children, staff and parents should be part of a happy and caring environment, where they can all enjoy learning together.

Objectives, Strategies and Activities

- To have a broad and balanced curriculum that reflects our concern for the progress of every individual
- To have high expectations for all
- To equip children with the tools and attitudes that will enable them to become confident individuals, responsible citizens and lifelong learners
- To value the environment and to use it with care as a tool for learning
- To work with our school community and the community at large in order to improve opportunities for all
- To be a fair employer with commitment to equal opportunities and to the professional development of all staff, recognising and celebrating their dedication and commitment
- To work with others in the education community in mutual support for the improvement of children's learning
- To enrich the learning of all those with whom we work

Goals

These are our key focus areas for development in the three year period 2013-2016;

Ongoing Priorities

These have been and will continue to be the means by which Henleaze Junior School establishes itself as a distinctive, outstanding school serving its local community

- Maintain high standards of attainment in core subjects
- Deliver an exciting, relevant, broad, enriched curriculum
- Recognise achievement in all its manifestations
- All teaching should be good or better, with an increasing consistency of outstanding teaching resulting in outstanding progress
- Identification of and provision for children with special educational needs (including the more able) should be smart, responsive and transparent
- Maintain high levels of pupil involvement in all aspects of school life
- Continue to develop community links and extended services
- Enhance pupil and staff well-being and pastoral care

New Priorities

These are new priorities in response both to external changes and in our increased capacity to move on.

Key activities and targets were identified in the Academy Development Plan and were influenced by the significant challenges and opportunities arising from national changes in education policy and funding, including the conversion to Academy status. The activities included the following:

- Ensure a smooth transition to the new National Curriculum, strengthening links between curriculum teams and their KS1 and KS3 colleagues.
- Review the HJS approach to teaching and learning and make sure that a shared understanding of the HJS ethos is at the centre of curriculum delivery.
- Assist all staff in achieving outstanding outcomes through appropriate training, and productive partnerships.

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**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2014**

- Manage the transition to the new SEN Code Of Practice, ensuring there is continuity of support for children, training for staff, and communication with parents.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy's aims and objectives and in planning its future activities.

As an Academy we have a duty to support other schools. The Academy is a member of a number of groups throughout Bristol. We work collaboratively with other schools in these groups by sharing best practice across a wide range of areas.

The Academy provides facilities for recreational and other leisure time occupation for the community at large in the interests of social welfare and with the interest of improving the life of the said community.

STRATEGIC REPORT

Achievements and Performance

The Academy is in its third year of operation. The total number of students in the year ended 31 August 2014 was 376. The Academy is full in all year groups and has a waiting list in operation.

All children continue to make very good progress, as endorsed by an OFSTED inspection in May 2013. Teachers set challenging targets, and many children exceed the targets set in each year group.

Most of the children in the school have participated in extra-curricular activities or inter-school competition. The school's teams regularly compete in and win tournaments in a range of sports.

During this year, the school has used capital funds to enhance our ICT equipment.

Key Performance Indicators

The main financial performance indicator is the level of reserves held at the Balance Sheet date. In particular, the management of spending against General Annual Grant (GAG) requires special attention - the amount of carry forward restriction has been removed in the year. In period under review, £24,739 (2013: £nil) was carried forward representing 1.8% (2013: 0%) of GAG.

As funding is based on pupil numbers this is also a key performance indicator. Pupil numbers for 2014 were 376.

Another key financial performance indicator is staffing costs as a percentage of GAG. For 2014 this was 86%, compared to 82% in 2013.

The following non-financial KPI targets were set at the start of the year

No targets were set Level 6 for Reading and Maths.

The school continues to see very high levels of attendance which contributes to our children becoming successful learners

We set very ambitious targets for English and Maths and we are proud of the close correlation between the targets set and the results achieved.

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**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2014**

KPI	Target	Actual	Actual TA	Actual SATS Test
Student attendance %	97%	97%		
SATS and Teacher Assessment (TA) Results 2013-14				
English				
Level 4+	96%		97%	
Level 5	68%		67%	
Writing				
Level 4+	90%		93%	
Level 5	45%		44%	
Reading				
Level 4+	98%			98%
Level 5	82%			77%
Level 6	-		10%	-
Spelling & Grammar (SPAG)				
Level 4+	-			87%
Level 5	-			75%
Level 6	-			9%
Maths				
Level 4+	93%			95%
Level 5	53%			57%
Level 6	-			10%

Going Concern

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

FINANCIAL REVIEW

Financial Review

Most of the Academy's income is obtained from the DfE via the EFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2014 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the DfE and are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Academy's accounting policies.

During the year ended 31 August 2014, total expenditure of £1,520,117 was covered by recurrent grant funding from the DfE, together with other incoming resources of £1,588,074. The excess of income over expenditure for the year (excluding restricted fixed asset funds) was £67,957.

At 31 August 2014 the net book value of fixed assets was £2,977,656 and movements in tangible fixed assets are shown in note 14 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

The Academy has taken on the deficit in the Local Government Pension Scheme in respect of its non teaching staff transferred on conversion. The deficit is incorporated within the Statement of Financial Activity with details in Note 23 to the financial statements.

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2014**

Key financial policies adopted or reviewed during the year include the Finance Policy which lays out the framework for financial management, including financial responsibilities of the Board, Headteacher, managers, budget holders and other staff, as well as delegated authority for spending. Other policies reviewed and updated included Charges and Lettings, Asset Management and Insurance.

Trustees have adopted a Responsible Officer Policy and appointed Bishop Fleming to undertake a programme of internal checks on the financial controls. During the year, the Trustees received 4 reports from the Responsible Officer which contained no matters of significance.

Reserves Policy

The Trustees review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees take into consideration the future plans of the Academy, the uncertainty over future income streams and other key risks identified during the risk review.

The Trustees have determined that the appropriate level of free cash reserves should be approximately £80,000. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. The Academy's current level of reserves (total funds less the amount held in fixed assets and restricted funds) is £211,232, all of which is free reserves.

The defined benefit pension scheme reserve has a negative balance. The effect of the deficit position of the pension scheme is that the Academy Trust is paying higher employers' pension contributions over a period of years. The higher employers' pension contributions will be met from the Academy Trust's budgeted annual income. Whilst the deficit will not be immediately eliminated, there should be no actual cash flow deficit on the fund, nor any direct impact on the free reserves of the academy Trust.

The reserves policy is reviewed annually by the Trustees to ensure that it remains appropriate for the needs of the school.

Investment Policy

All funds surplus to immediate requirements are invested to optimal effect. On a daily basis this is achieved by automatic transfer of surplus funds to overnight deposit. Where cash flow allows, sums in excess of £100,000 may be invested on deposit for extended periods.

Due to the nature of funding, the Academy may at times hold cash balances surplus to its short term requirements. The Trustees have authorised the opening of additional short term bank investment accounts to take advantage of higher interest rates. No other form of investment is authorised.

Trustees are committed to ensuring that all funds under their control are managed in such a way as to maximise return whilst minimising risk. Any cash not required for operating expenses is placed on deposit at the most favourable rate available from providers covered by the Financial Services Compensation Scheme. Day to day management of the surplus funds is delegated to the Headteacher and Business Manager within strict guidelines approved by the Board of Trustees.

PRINCIPAL RISKS AND UNCERTAINTIES

The Board of Trustees has reviewed the major 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 principal risks and uncertainties facing the Academy are as follows:

Financial - the Academy has considerable reliance on continued Government funding through the EFA. In the last year 90.3% of the Academy's incoming resources were ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

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**TRUSTEES' REPORT (continued)
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Failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Academy's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks.

Reputational - the continuing success of the Academy is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that student success and achievement are closely monitored and reviewed.

Safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline.

Staffing - the success of the Academy is reliant upon the quality of its staff and so the Trustees monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

Fraud and mismanagement of funds - The Academy has appointed a Responsible Officer to carry out checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

The Academy has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. A risk register is maintained and reviewed and updated by the Trustees on a regular basis.

The Academy has agreed a Risk Management Strategy, a Risk Register and a Risk Management Plan. These have been discussed by Trustees and include the financial risks to the Academy. The register and plan are constantly reviewed in light of any new information and formally reviewed annually.

The Trustees have assessed the major risks to which the Academy is exposed, in particular those relating to its finances, teaching, facilities and other operational areas. The Trustees have implemented a number of systems to assess and minimise those risks, including internal controls described elsewhere. Where significant financial risk still remains they have ensured they have adequate insurance cover.

Whilst the Academy is over-subscribed, risks to revenue funding from a falling roll are small. However, the freeze on the Government's overall education budget, changes in funding arrangements for special educational needs and increasing employment and premises costs mean that budgets will be increasingly tight in coming years.

The Trustees examine the financial health formally every term, reviewing performance against budgets and overall expenditure by means of regular update reports at all full Trustees' and Finance Committee meetings. The Trustees also regularly review cash flow forecasts and ensure sufficient funds are held to cover all known and anticipated commitments.

At the year end, the Academy had no significant liabilities arising from trade creditors or debtors where there would be a significant effect on liquidity.

The Board of Trustees recognises that the defined benefit scheme deficit (Local Government Pension Scheme), which is set out in Note 23 to the financial statements, represents a significant potential liability. However as the Trustees consider that the Academy is able to meet its known annual contribution commitments for the foreseeable future, this risk from this liability is minimised.

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**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2014**

PLANS FOR FUTURE PERIODS

The Academy will continue to strive to provide outstanding education and improve the levels of performance of its pupils at all levels. The Academy will continue to aim to attract high quality teachers and support staff in order to deliver its objectives.

The Academy will continue to work with partner schools to improve the educational opportunities for students in the wider community.

Full details of our plans for the future are given in our School Development Plan, which is available on our website or from the Clerk to the Trustees.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The Academy and its Trustees do not act as the Custodian Trustees of any other Charity.

AUDITORS

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

The auditors, Bishop Fleming LLP, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

Trustees' report, incorporating a strategic report, approved by order of the board of trustees, as company directors, on 15/12/14 and signed on the board's behalf by:



Jonathan Rees
Chair of Trustees

**HENLEAZE JUNIOR SCHOOL
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GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

As Trustees, we acknowledge we have overall responsibility for ensuring that Henleaze 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 Headteacher, 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 Henleaze 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 Trustees' responsibilities statement. The board of trustees has formally met 6 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustee	Meetings attended	Out of a possible
Adam Barber, Headteacher	6	6
David Cooper (Responsible Officer)	4	6
Adrian Jones	6	6
Victoria Laws	4	5
Ainslie Levy	6	6
Jennifer Shaw	2	6
Jonathan Rees, Chair	6	6
Nicola O'Brien, Staff Trustee	4	6
Clayton Ainger	4	6
Sarah-Jane Ribeiro	5	6
Roger Garrett	5	6
Sylvie Jones, Staff Trustee	6	6
Tomasin James	3	3

The Finance and Premises Committee is a sub-committee of the main board of trustees. Its purpose is to assist the decision making of the governing body, by enabling more detailed consideration to be given to the best means of fulfilling the governing body's responsibility to ensure sound management of the academy's finances and resources, including proper planning, monitoring and probity. To make appropriate comments and recommendation on such matters to the governing body on a regular basis. Major issues will be referred to the full governing body for ratification. The Finance and Premises Committee also act as the Audit Committee.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Adam Barber	6	6
Jonathan Rees	6	6
Nicola O'Brien	6	6
Clayton Ainger	4	6
Tomasin James	2	2

GOVERNANCE STATEMENT (continued)

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 ongoing process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Henleaze Junior School for the year 1 September 2013 to 31 August 2014 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The board of trustees has reviewed the key risks to which the Academy 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's significant risks, that has been in place for the year 1 September 2013 to 31 August 2014 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

THE RISK AND CONTROL FRAMEWORK

The Academy'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 Premises 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 not to appoint an internal auditor. However, the Trustees have appointed:

- David Cooper, a Trustee, as Responsible Officer (RO);
- Bishop Fleming LLP, the external auditors, perform the work on behalf of the RO.

The appointees' role includes giving advice on financial matters and performing a range of checks on the Academy's financial systems. On a quarterly basis, the appointees report to the board of trustees on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities.

The Responsible Officer has delivered their schedule of work as planned, with no material control issues arising as a result.

GOVERNANCE STATEMENT (continued)

REVIEW OF EFFECTIVENESS

As Accounting Officer, the Headteacher 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 Responsible Officer;
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy 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 Premises Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of trustees on 15 December 2014 and signed on its behalf, by:



**Jonathan Rees
Chair of Trustees**



**Adam Barber
Accounting Officer**

**HENLEAZE JUNIOR SCHOOL
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STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Henleaze Junior School I have considered my responsibility to notify the Academy 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 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 board of trustees are able to identify any material, irregular or improper use of funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academies Financial Handbook.

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



Adam Barber
Accounting Officer

Date: 15.12.14

**HENLEAZE JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' RESPONSIBILITIES STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2014**

The Trustees (who act as governors of Henleaze Junior School and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' report (including the Strategic report) and the financial statements in accordance with the Annual Accounts Direction issued by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

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

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

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

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

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



**Jonathan Rees
Chair of Trustees**

Date: 15 December 2014

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HENLEAZE JUNIOR SCHOOL

We have audited the financial statements of Henleaze Junior School for the year ended 31 August 2014 which comprise the Statement of financial activities, the Balance sheet, the Cash flow statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Academies Accounts Direction 2013 to 2014 issued by the Education Funding Agency.

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

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the Academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

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

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

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

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion the information given in the Trustees' report, incorporating the Strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements.

HENLEAZE JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HENLEAZE JUNIOR SCHOOL

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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



Joseph Scaife FCA DChA (Senior Statutory Auditor)

for and on behalf of

Bishop Fleming LLP

Chartered Accountants

Statutory Auditors

16 Queen Square

Bristol

BS1 4NT

Date:

18/12/14

**HENLEAZE JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO HENLEAZE JUNIOR SCHOOL AND THE EDUCATION FUNDING AGENCY

In accordance with the terms of our engagement letter dated 15 November 2012 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2013 to 2014, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Henleaze Junior School during the year 1 September 2013 to 31 August 2014 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 Henleaze Junior School and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Henleaze 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 Henleaze Junior School and EFA, for our work, for this report, or for the conclusion we have formed.

RESPECTIVE RESPONSIBILITIES OF HENLEAZE JUNIOR SCHOOL'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT

The accounting officer is responsible, under the requirements of Henleaze Junior School's funding agreement with the Secretary of State for Education dated 12 October 2011, and the Academies Financial Handbook extant from 1 September 2013, 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 2013 to 2014. 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 year 1 September 2013 to 31 August 2014 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 2013 to 2014 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's income and expenditure.

Our work on regularity included a review of the internal controls policies and procedures that have been implemented and an assessment of their design and effectiveness to understand how the academy complied with the framework of authorities. We also reviewed the reports commissioned by the trustees to assess the internal controls throughout the year.

We performed detailed testing based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit on the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

HENLEAZE JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO HENLEAZE
JUNIOR SCHOOL AND THE EDUCATION FUNDING AGENCY (continued)

CONCLUSION

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2013 to 31 August 2014 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Joseph Scaife FCA DChA (Reporting Accountant)

Bishop Fleming LLP
Chartered Accountants
Statutory Auditors
16 Queen Square
Bristol
BS1 4NT
Date: 18/12/14

HENLEAZE JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES
(incorporating income and expenditure account and statement of total recognised gains and losses)
FOR THE YEAR ENDED 31 AUGUST 2014

	Note	Unrestricted funds 2014 £	Restricted funds 2014 £	Restricted fixed asset funds 2014 £	Total funds 2014 £	Total funds 2013 £
INCOMING RESOURCES						
Incoming resources from generated funds:						
Voluntary income	2	10,855	55,624	-	66,479	128,571
Activities for generating funds	3	67,372	-	-	67,372	66,211
Investment income	4	342	-	-	342	344
Incoming resources from charitable activities		20,226	1,433,655	-	1,453,881	1,429,429
TOTAL INCOMING RESOURCES		98,795	1,489,279	-	1,588,074	1,624,555
RESOURCES EXPENDED						
Charitable activities	7,8	82,613	1,430,099	114,887	1,627,599	1,525,224
Governance costs	9	-	7,405	-	7,405	16,200
TOTAL RESOURCES EXPENDED	6	82,613	1,437,504	114,887	1,635,004	1,541,424
NET INCOMING / (OUTGOING) RESOURCES BEFORE TRANSFERS						
		16,182	51,775	(114,887)	(46,930)	83,131
Transfers between Funds	17	-	(38,771)	38,771	-	-
NET INCOME / (EXPENDITURE) FOR THE YEAR						
		16,182	13,004	(76,116)	(46,930)	83,131
Actuarial gains and losses on defined benefit pension schemes		-	(74,000)	-	(74,000)	18,000
NET MOVEMENT IN FUNDS FOR THE YEAR						
		16,182	(60,996)	(76,116)	(120,930)	101,131
Total funds at 1 September		170,311	(222,155)	3,053,772	3,001,928	2,900,797
TOTAL FUNDS AT 31 AUGUST		186,493	(283,151)	2,977,656	2,880,998	3,001,928

All activities derive from continuing operations in the current financial period.

The Statement of Financial Activities includes all gains and losses recognised in the year.


The notes on pages 23 to 40 form part of these financial statements.

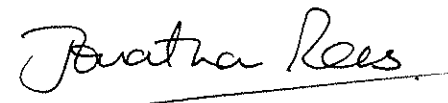
HENLEAZE JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER: 07763421

BALANCE SHEET
AS AT 31 AUGUST 2014

	Note	£	2014 £	£	2013 £
FIXED ASSETS					
Tangible assets	14		2,977,656		3,053,772
CURRENT ASSETS					
Debtors	15	57,157		33,986	
Cash at bank		223,120		255,287	
		<u>280,277</u>		<u>289,273</u>	
CREDITORS: amounts falling due within one year	16	(64,935)		(117,117)	
NET CURRENT ASSETS			<u>215,342</u>		<u>172,156</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
Defined benefit pension scheme liability	23		(312,000)		(224,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITY			<u>2,880,998</u>		<u>3,001,928</u>
FUNDS OF THE ACADEMY					
Restricted funds:					
General funds	17	28,849		1,845	
Fixed asset funds	17	2,977,656		3,053,772	
Restricted funds excluding pension liability		<u>3,006,505</u>		<u>3,055,617</u>	
Pension reserve	23	(312,000)		(224,000)	
Total restricted funds			<u>2,694,505</u>		<u>2,831,617</u>
Unrestricted funds	17		186,493		170,311
TOTAL FUNDS			<u>2,880,998</u>		<u>3,001,928</u>

The financial statements were approved by the Trustees, and authorised for issue, on 15.12.14 and are signed on their behalf, by:


Adam Barber, Headteacher


Jonathan Rees, Chair

The notes on pages 23 to 40 form part of these financial statements.

**HENLEAZE JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2014**

	Note	2014 £	2013 £
Net cash flow from operating activities	19	6,262	117,265
Returns on investments and servicing of finance	20	342	344
Capital expenditure	20	(38,771)	(203,860)
DECREASE IN CASH IN THE YEAR		(32,167)	(86,251)

**RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS
FOR THE YEAR ENDED 31 AUGUST 2014**

	2014 £	2013 £
Decrease in cash in the year	(32,167)	(86,251)
MOVEMENT IN NET FUNDS IN THE YEAR	(32,167)	(86,251)
Net funds at 1 September 2013	255,287	341,538
NET FUNDS AT 31 AUGUST 2014	223,120	255,287

The notes on pages 23 to 40 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

1. ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005, the Academies Accounts Direction issued by the EFA, applicable accounting standards and the Companies Act 2006.

1.2 FUND ACCOUNTING

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

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

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

Investment income, gains and losses are allocated to the appropriate fund.

1.3 INCOMING RESOURCES

All incoming resources are included in the Statement of financial activities when the Academy has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

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

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

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

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

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

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

1. ACCOUNTING POLICIES (continued)

1.4 RESOURCES EXPENDED

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

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

Charitable activities are costs incurred in the Academy's educational operations.

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

All resources expended are inclusive of irrecoverable VAT.

1.5 GOING CONCERN

The Trustees have assessed whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy to continue as a going concern. The Trustees have made this assessment in respect of a period of one year from the date of approval of the financial statements. The Trustees conclude that it is appropriate to prepare the accounts on the going concern basis for the year ended 31 August 2014.

1.6 TANGIBLE FIXED ASSETS AND DEPRECIATION

All assets costing more than £1,000 are capitalised.

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

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Long term leasehold buildings	-	50 years straight line
Long term leasehold land	-	Over the life of the lease
Office equipment	-	8 to 10 years straight line
Computer equipment	-	4 years straight line

1.7 OPERATING LEASES

Rentals under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

HENLEAZE JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

1. ACCOUNTING POLICIES (continued)

1.8 TAXATION

The Academy 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 is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.9 PENSIONS

Retirement benefits to employees of the Academy are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes, are contracted out of the State Earnings-Related Pension Scheme ("SERPS"), and the assets are held separately from those of the Academy.

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 in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in note 23, the TPS is a multi-employer scheme and the Academy is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The LGPS is a funded scheme and the assets are held separately from those of the Academy in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date.

The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of financial activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

2. VOLUNTARY INCOME

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Donations	10,855	55,624	66,479	117,726
Grants	-	-	-	10,845
	<hr/>	<hr/>	<hr/>	<hr/>
Voluntary income	<u>10,855</u>	<u>55,624</u>	<u>66,479</u>	<u>128,571</u>

HENLEAZE JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

3. ACTIVITIES FOR GENERATING FUNDS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Lettings	5,539	-	5,539	4,031
Catering income	61,833	-	61,833	50,851
Other	-	-	-	11,329
	<u>67,372</u>	<u>-</u>	<u>67,372</u>	<u>66,211</u>

4. INVESTMENT INCOME

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Bank interest	342	-	342	344
	<u>342</u>	<u>-</u>	<u>342</u>	<u>344</u>

5. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
DfE/EFA grants				
Capital Grants	-	8,230	8,230	46,288
General Annual Grant	-	1,310,377	1,310,377	1,267,182
Other DfE/EFA grants	-	50,751	50,751	36,084
	<u>-</u>	<u>1,369,358</u>	<u>1,369,358</u>	<u>1,349,554</u>
Other government grants				
High needs funding	-	63,772	63,772	71,122
Other government grants non capital	-	525	525	-
	<u>-</u>	<u>64,297</u>	<u>64,297</u>	<u>71,122</u>
Other funding				
Sales to students	-	-	-	2,285
Other	19,926	-	19,926	6,468
Income for hosting trainee teachers	300	-	300	-
	<u>20,226</u>	<u>-</u>	<u>20,226</u>	<u>8,753</u>
	<u>20,226</u>	<u>1,433,655</u>	<u>1,453,881</u>	<u>1,429,429</u>

HENLEAZE JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

6. RESOURCES EXPENDED

	Staff costs	Non Pay Expenditure		Total	Total
	2014	Premises	Other	2014	2013
	£	2014	2014	£	£
		£	£		
Direct costs	1,025,963	59,770	191,795	1,277,528	1,201,089
Support costs	95,765	111,752	142,554	350,071	324,135
CHARITABLE ACTIVITIES	1,121,728	171,522	334,349	1,627,599	1,525,224
GOVERNANCE	-	-	7,405	7,405	16,200
	1,121,728	171,522	341,754	1,635,004	1,541,424

7. DIRECT COSTS

	Total	Total
	£	2013
		£
Pension finance costs	6,000	8,000
Educational supplies	126,997	136,422
Staff development	11,053	6,362
Other costs	3,634	5,105
Wages and salaries	836,044	786,842
National insurance	55,536	54,683
Pension cost	123,377	115,209
Depreciation	114,887	88,466
	1,277,528	1,201,089

HENLEAZE JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

8. SUPPORT COSTS

	Total £	Total 2013 £
Recruitment and other staff costs	4,223	964
Maintenance of premises and equipment	40,344	32,884
Cleaning	27,613	29,695
Rent and rates	17,189	14,963
Heat and light	24,522	19,076
Insurance	28,973	29,955
Security and transport	2,084	2,357
Catering	61,567	60,537
Office overheads	34,588	26,090
Legal and professional	13,118	17,516
Bank interest and charges	85	161
Wages and salaries	81,206	79,663
National insurance	3,485	3,439
Pension cost	11,074	6,835
	<u>350,071</u>	<u>324,135</u>

9. GOVERNANCE COSTS

	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Auditors' remuneration	5,400	5,400	5,150
Auditors' non audit costs	1,830	1,830	10,200
Other costs	175	175	850
	<u>7,405</u>	<u>7,405</u>	<u>16,200</u>

Included in Auditors' non audit costs is £nil (2013 - £6,350) paid to the auditors in relation to the Academy's selection for participation in the EFA's March 2013 audit pilot scheme. These costs were fully funded by the EFA.

HENLEAZE JUNIOR SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

10. NET INCOMING / (OUTGOING) RESOURCES

This is stated after charging:

	2014 £	2013 £
Depreciation of tangible fixed assets: - owned by the charity	114,887	88,466
Auditors' remuneration	5,400	5,150
Auditors' remuneration - non-audit	1,830	10,200
	<u>114,887</u>	<u>103,816</u>

Included in Auditors' remuneration - non-audit is £nil (2013 - £6,350) paid to the auditors in relation to the Academy's selection for participation in the EFA's March 2013 pilot audit scheme. These costs were fully funded by the EFA.

11. STAFF

a. Staff costs

Staff costs were as follows:

	2014 £	2013 £
Wages and salaries	917,250	866,505
Social security costs	59,021	58,122
Other pension costs (Note 23)	134,451	122,044
	<u>1,110,722</u>	<u>1,046,671</u>
Supply teacher costs	11,006	6,649
	<u>1,121,728</u>	<u>1,053,320</u>

b. Staff numbers

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

	2014 No.	2013 No.
Teachers	14	14
Teaching Assistants	9	7
Administration and Support	4	3
Management	4	3
	<u>31</u>	<u>27</u>

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11. STAFF (continued)

c. Higher paid staff

The number of employees whose emoluments fell within the following bands was:

	2014 No.	2013 No.
In the band £60,001 - £70,000	1	1

Contributions of £9,394 (2013 - £9,076) were made to the Teachers' Pension Scheme (TPS) in respect of the above employee.

12. TRUSTEES' REMUNERATION AND EXPENSES

During the year retirement benefits were accruing to 3 Trustees (2013: 3) in respect of defined benefit pension schemes.

The Headteacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff, and not in respect of their services as Trustees. Other Trustees did not receive any payments, other than expenses, from the Academy in respect of their role as Trustees. The value of Trustees' remuneration, including pension costs in the year was as follows: A Barber £75,000 - £80,000 (2013: £75,000 - £80,000), N O'Brien £35,000 - £40,000 (2013: £35,000 - £40,000), S Jones £35,000 - £40,000 (2013: £35,000 - £40,000).

The comparative period was the year ended 31 August 2013.

During the year, no Trustees received any reimbursement of expenses (2013: £NIL).

13. TRUSTEES' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the Academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2014 was included within a premium of £10,358 (2013: £10,060).

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14. TANGIBLE FIXED ASSETS

	Leasehold property £	Fixtures and fittings £	Computer equipment £	Total £
COST				
At 1 September 2013	2,852,824	265,474	60,145	3,178,443
Additions	14,829	3,339	20,603	38,771
At 31 August 2014	<u>2,867,653</u>	<u>268,813</u>	<u>80,748</u>	<u>3,217,214</u>
DEPRECIATION				
At 1 September 2013	75,139	37,699	11,833	124,671
Charge for the year	59,770	37,941	17,176	114,887
At 31 August 2014	<u>134,909</u>	<u>75,640</u>	<u>29,009</u>	<u>239,558</u>
NET BOOK VALUE				
At 31 August 2014	<u>2,732,744</u>	<u>193,173</u>	<u>51,739</u>	<u>2,977,656</u>
At 31 August 2013	<u>2,777,685</u>	<u>227,775</u>	<u>48,312</u>	<u>3,053,772</u>

Included within leasehold property is leasehold land valued at £797,589. This is being depreciated over the life of the leasehold interest.

15. DEBTORS

	2014 £	2013 £
Trade debtors	226	910
VAT repayable	30,903	23,576
Other debtors	6,070	-
Prepayments and accrued income	19,958	9,500
	<u>57,157</u>	<u>33,986</u>

16. CREDITORS:
AMOUNTS FALLING DUE WITHIN ONE YEAR

	2014 £	2013 £
Trade creditors	30,809	72,060
Other taxation and social security	19,921	17,693
Other creditors	8,280	22,389
Accruals and deferred income	5,925	4,975
	<u>64,935</u>	<u>117,117</u>

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17. STATEMENT OF FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
UNRESTRICTED FUNDS						
General Funds	170,311	98,795	(82,613)	-	-	186,493

RESTRICTED FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
General Annual Grant (GAG)	-	1,310,377	(1,255,097)	(30,541)	-	24,739
Local authority funding	-	525	(525)	-	-	-
High needs funding	-	63,772	(63,772)	-	-	-
Donations	1,845	55,624	(53,359)	-	-	4,110
Pupil premium	-	40,871	(40,871)	-	-	-
Devolved formula capital	-	8,230	-	(8,230)	-	-
Other DfE/EFA grants	-	9,880	(9,880)	-	-	-
Pension reserve	(224,000)	-	(14,000)	-	(74,000)	(312,000)
	<u>(222,155)</u>	<u>1,489,279</u>	<u>(1,437,504)</u>	<u>(38,771)</u>	<u>(74,000)</u>	<u>(283,151)</u>

RESTRICTED FIXED ASSET FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
Restricted Fixed Asset Funds	3,053,772	-	(112,664)	-	-	2,941,108
Fixed assets purchased from GAG and other funds	-	-	(2,223)	38,771	-	36,548
	<u>3,053,772</u>	<u>-</u>	<u>(114,887)</u>	<u>38,771</u>	<u>-</u>	<u>2,977,656</u>
Total restricted funds	<u>2,831,617</u>	<u>1,489,279</u>	<u>(1,552,391)</u>	<u>-</u>	<u>(74,000)</u>	<u>2,694,505</u>
Total of funds	<u><u>3,001,928</u></u>	<u><u>1,588,074</u></u>	<u><u>(1,635,004)</u></u>	<u><u>-</u></u>	<u><u>(74,000)</u></u>	<u><u>2,880,998</u></u>

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17. STATEMENT OF FUNDS (continued)

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

RESTRICTED FUNDS

General Annual Grant (GAG) - This represents funding received from the Education Funding Agency (EFA) during the period in order to fund the continuing activities of the school.

High needs funding - This is received from the Local Authority to cater for pupils with learning difficulties and other disabilities.

Donations represent monies received from parents in respect of educational outings and trips in the year.

Devolved formula capital - This represents funding from the EFA to cover maintenance and purchase of the Academy's assets.

Other DfE/EFA grants - These are grants received from the EFA to cover the costs of completion of other statutory procedures during the year.

Pension reserve - This represents the School's share of the assets and liabilities in the Local Government Pension Scheme.

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2014.

SUMMARY OF FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
General funds	170,311	98,795	(82,613)	-	-	186,493
Restricted funds	(222,155)	1,489,279	(1,437,504)	(38,771)	(74,000)	(283,151)
Restricted fixed asset funds	3,053,772	-	(114,887)	38,771	-	2,977,656
	<u>3,001,928</u>	<u>1,588,074</u>	<u>(1,635,004)</u>	<u>-</u>	<u>(74,000)</u>	<u>2,880,998</u>

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18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Restricted fixed asset funds 2014 £	Total funds 2014 £	Total funds 2013 £
Tangible fixed assets	-	-	2,977,656	2,977,656	3,053,772
Current assets	186,493	93,784	-	280,277	289,273
Creditors due within one year	-	(64,935)	-	(64,935)	(117,117)
Pension scheme liability	-	(312,000)	-	(312,000)	(224,000)
	<u>186,493</u>	<u>(283,151)</u>	<u>2,977,656</u>	<u>2,880,998</u>	<u>3,001,928</u>

19. NET CASH FLOW FROM OPERATING ACTIVITIES

	2014 £	2013 £
Net (outgoing)/incoming resources before revaluations	(46,930)	83,131
Returns on investments and servicing of finance	(342)	(344)
Depreciation of tangible fixed assets	114,887	88,466
Capital grants from DfE	-	(46,288)
(Increase)/decrease in debtors	(23,171)	29,013
Decrease in creditors	(52,182)	(49,713)
Defined benefit pension scheme adjustments	14,000	13,000
NET CASH INFLOW FROM OPERATIONS	<u>6,262</u>	<u>117,265</u>

20. ANALYSIS OF CASH FLOWS FOR HEADINGS NETTED IN CASH FLOW STATEMENT

	2014 £	2013 £
RETURNS ON INVESTMENTS AND SERVICING OF FINANCE		
Interest received	<u>342</u>	<u>344</u>
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT		
Purchase of tangible fixed assets	(38,771)	(250,148)
Capital grants from DfE	-	46,288
NET CASH OUTFLOW FROM CAPITAL EXPENDITURE	<u>(38,771)</u>	<u>(203,860)</u>

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21. ANALYSIS OF CHANGES IN NET FUNDS

	1 September 2013 £	Cash flow £	Other non-cash changes £	31 August 2014 £
Cash at bank and in hand:	255,287	(32,167)	-	223,120
NET FUNDS	255,287	(32,167)	-	223,120

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/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

23. PENSION COMMITMENTS

The Academy's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Avon Pension Fund. Both are 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 2004 and of the LGPS 31 March 2013.

Contributions amounting to £nil were payable to the scheme at 31 August 2014 (2013: £14,193) 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.

The Teachers' Pensions Regulations require an annual account to be kept of receipts and expenditure (including the cost of pensions' increases). From 1 April 2001, the account has been credited with a real rate of return, which is equivalent to assuming that the balance in the account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

At the last valuation, the contribution rate to be paid into the TPS was assessed in two parts. First, a standard contribution rate (SCR) was determined. This is the contribution, expressed as a percentage of the salaries of teachers and lecturers in service or entering service during the period over which the

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

23. PENSION COMMITMENTS (continued)

contribution rate applies, which if it were paid over the entire active service of these teachers and lecturers would broadly defray the cost of benefits payable in respect of that service. Secondly, a supplementary contribution is payable if, as a result of the actuarial review, it is found that accumulated liabilities of the account for benefits to past and present teachers, are not fully covered by standard contributions to be paid in future and by the notional fund built up from past contributions. The total contribution rate payable is the sum of the SCR and the supplementary contribution rate.

The last valuation of the TPS related to the period 1 April 2001 to 31 March 2004. The Government Actuary's report of October 2006 revealed that the total liabilities of the Scheme (pensions in payment and the estimated cost of future benefits) amounted to £166,500 million. The value of the assets (estimated future contributions together with the proceeds from the notional investments held at that valuation date) was £163,240 million. The assumed real rate of return was 3.5% in excess of prices and 2% in excess of earnings. The rate of real earnings growth was assumed to be 1.5%. The assumed gross rate of return was 6.5%. From 1 January 2007, the SCR was assessed at 19.75%, and the supplementary contribution rate was assessed to be 0.75% (to balance assets and liabilities as required by the regulations within 15 years). This resulted in a total contribution rate of 20.5%, which translated into an employee contribution rate of 6.4% and employer contribution rate of 14.1% payable.

The Public Service Pensions Bill provides for future scheme valuations to be conducted in accordance with Treasury directions. The actuarial valuation report in summer 2014 takes effect from September 2015.

Teachers' Pension Scheme Changes

Lord Hutton made recommendations in 2011 about how pensions can be made sustainable and affordable, whilst remaining fair to the workforce and the taxpayer. The Government accepted Lord Hutton's recommendations as the basis for consultation with trade unions and other representative bodies. In March 2012 the Department for Education published proposals for the design for a reformed TPS.

The key provisions of the reformed scheme include: a pension based on career average earnings; an accrual rate of 1/57th; and a Normal Pension Age equal to State Pension Age, but with options to enable members to retire earlier or later than their Normal Pension Age. Pension benefits built up before 1 April 2015 will be fully protected.

In addition, the proposed final agreement includes a Government commitment that those within 10 years of Normal Pension Age on 1 April 2012 will see no change to the age at which they can retire, and no decrease in the amount of pension they receive when they retire. There will also be further transitional protection, tapered over a three and a half year period, for people who would fall up to three and a half years outside of the 10 year protection.

In his interim report of October 2010, Lord Hutton recommended that short-term savings were also required, and that the only realistic way of achieving these was to increase member contributions. At the Spending Review 2010 the Government announced an average increase of 3.2 percentage points on the contribution rates by 2014-15. The increases have been phased in from April 2012 on a 40:80:100% basis.

The Department for Education has continued to work closely with trade unions and other representatives bodies to develop the reformatted Teachers' Pension Scheme and regulations giving effect to it came into force on 1 April 2014. Communications are being rolled out and the reformatted scheme will commence on 1 April 2015.

Under the definitions set out in Financial Reporting Standard (FRS 17) Retirement Benefits, the TPS is a multi-employer pension scheme. The Academy is unable to identify its share of the underlying assets and liabilities of the scheme. Accordingly, the Academy has taken advantage of the exemption in FRS 17 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The

NOTES TO THE FINANCIAL STATEMENTS
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23. PENSION COMMITMENTS (continued)

Academy has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2014 was £44,000, of which employer's contributions totalled £32,000 and employees' contributions totalled £12,000. The agreed contribution rates for 14-15 is 13.2% for employers and 5.5-12.5% for employees. The employer's contribution rate is set to increase to 14.2% in 15-16 and to 15.2% thereafter.

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.

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

	Expected return at 31 August 2014 %	Fair value at 31 August 2014 £	Expected return at 31 August 2013 %	Fair value at 31 August 2013 £
Equities	7.00	71,000	7.00	148,000
Government bonds	2.90	11,000	3.40	24,000
Other bonds	3.80	14,000	4.40	20,000
Property	6.20	10,000	5.70	16,000
Cash/liquidity	0.50	4,000	0.50	4,000
Other	7.00	19,000	7.00	16,000
Total market value of assets		<u>129,000</u>		<u>228,000</u>
Present value of scheme liabilities		<u>(441,000)</u>		<u>(452,000)</u>
(Deficit)/surplus in the scheme		<u><u>(312,000)</u></u>		<u><u>(224,000)</u></u>

The amounts recognised in the Balance sheet are as follows:

	2014 £	2013 £
Present value of funded obligations	(441,000)	(452,000)
Fair value of scheme assets	<u>129,000</u>	<u>228,000</u>
Net liability	<u><u>(312,000)</u></u>	<u><u>(224,000)</u></u>

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23. PENSION COMMITMENTS (continued)

The amounts recognised in the Statement of financial activities are as follows:

	2014 £	2013 £
Current service cost	(40,000)	(31,000)
Interest on obligation	(21,000)	(18,000)
Expected return on scheme assets	15,000	10,000
	<u> </u>	<u> </u>
Total	<u><u>(46,000)</u></u>	<u><u>(39,000)</u></u>

Movements in the present value of the defined benefit obligation were as follows:

	2014 £	2013 £
Opening defined benefit obligation	452,000	394,000
Current service cost	40,000	31,000
Interest cost	21,000	18,000
Contributions by scheme participants	12,000	9,000
Actuarial gains	(84,000)	-
Liability transferred on conversion	-	-
	<u> </u>	<u> </u>
Closing defined benefit obligation	<u><u>441,000</u></u>	<u><u>452,000</u></u>

Movements in the fair value of the Academy's share of scheme assets:

	2014 £	2013 £
Opening fair value of scheme assets	228,000	165,000
Expected return on assets	15,000	10,000
Actuarial (losses) and gains	(158,000)	18,000
Contributions by employer	32,000	26,000
Contributions by employees	12,000	9,000
	<u> </u>	<u> </u>
	<u><u>129,000</u></u>	<u><u>228,000</u></u>

The cumulative amount of actuarial gains and losses recognised in the Statement of total recognised gains and losses was £92,000 (2013: £18,000).

The Academy expects to contribute £36,000 to its Defined benefit pension scheme in 2015.

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	2014	2013
Equities	55.10 %	64.50 %
Bonds	19.30 %	19.50 %
Property	7.60 %	7.10 %
Cash	3.30 %	1.80 %
Other assets	14.70 %	7.10 %

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23. PENSION COMMITMENTS (continued)

Principal actuarial assumptions at the Balance sheet date (expressed as weighted averages):

	2014	2013
Discount rate for scheme liabilities	4.00 %	4.50 %
Expected return on scheme assets at 31 August	5.66 %	5.89 %
Rate of increase in salaries	3.70 %	3.90 %
Rate of increase for pensions in payment / inflation	2.20 %	2.40 %

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

	2014	2013
Retiring today		
Males	23.3 years	22.9 years
Females	25.8 years	25.9 years
Retiring in 20 years		
Males	25.7 years	25.2 years
Females	28.7 years	28.2 years

Amounts for the current and previous two periods are as follows:

Defined benefit pension schemes

	2014 £	2013 £	2012 £
Defined benefit obligation	(441,000)	(452,000)	(394,000)
Scheme assets	129,000	228,000	165,000
Deficit	(312,000)	(224,000)	(229,000)
Experience adjustments on scheme liabilities	84,000	-	(45,000)
Experience adjustments on scheme assets	(158,000)	18,000	9,000

24. OPERATING LEASE COMMITMENTS

At 31 August 2014 the Academy had annual commitments under non-cancellable operating leases as follows:

	2014 £	2013 £
EXPIRY DATE:		
Between 2 and 5 years	2,059	4,632

25. RELATED PARTY TRANSACTIONS

Owing to the nature of the academy's operations and the composition of the board of Trustees being drawn from local public and private sector organisation, it is inevitable that transactions will take place with organisations in which a member of the board of governors may 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.

No such transactions have occurred during the period.

26. CONTROLLING PARTY

The academy is under the joint control of the Trustees.