

# **St Bernard's High School**

(A Company Limited by Guarantee)



## **Trustees' Report and Financial Statements**

**for the year ended  
31 August 2015**

**Company Registration Number: 07697023**

## St Bernard's High School

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## St Bernard's High School

### Reference and Administrative Details

<b>Members</b>	The Bishop of Brentwood The Trustees of the Diocese of Brentwood Mr R Calton - Chair of Governors
<b>Governors (Trustees)</b>	Mr R Calton* (Chair) Mrs C Allen (Acting Head Teacher) -appointed September 2015 Mrs P Barron* (Head Teacher) - retired August 2015 Mrs P Blight - appointed July 2015 Mrs P Clark Mrs S Corr - resigned July 2015 Mr I Currie* Mrs S Drummond - resigned September 2015 Mr M J Elmes (Staff Governor) - appointed October 2015 Mrs A E Ham (Staff Governor)-appointed September 2015 Mrs J James Mrs E Keeble - appointed September 2015 Mrs J Long Mr M O'Sullivan* Mrs H Pestana (Staff Governor) Mrs M Ruston (Staff Governor) – resigned October 2014 Mrs D Tidman Mr P Tidman* Father J Whisstock

*\*Members of Finance and Audit Committee*

**Company Secretary** Mrs J Krone

#### Senior Leadership Team

Head Teacher	Mrs P Barron (retired 31/8/15)
Acting Head Teacher (formerly Deputy)	Mrs C Allen
Deputy Head Teacher	Mrs M Chapman (retired 31/8/15)
School Business Manager	Mrs J Krone
Assistant Head Teacher	Mrs H Barnes (appointed 1/9/15)
Assistant Head Teacher	Mrs C O'Brien (appointed 1/9/15)
Assistant Head Teacher	Mr P Walls
Acting Assistant Head Teacher	Mrs M Austin (appointed 1/9/15)

**Principal and Registered Office** St Bernard's High School  
Milton Road  
Westcliff-on-Sea  
Essex SS0 7JS

**Company Registration Number** 07697023

**St Bernard's High School**  
**Reference and Administrative Details continued**

<b>Independent Auditor</b>	Price Bailey LLP Causeway House 1 Dane Street Bishop's Stortford Hertfordshire CM23 3BT
<b>Bankers</b>	HSBC Fenton House 85 – 89 New London Road Chelmsford Essex CM2 0PP
<b>Solicitors</b>	Winckworth Sherwood Minerva House 5 Montague Close London SE1 9BB

## **St Bernard's High School**

### **Trustees' Report**

The Trustees present their Annual Report together with the Financial Statements and Auditors' Report of St Bernard's High School (the Charitable Company, the Trust or the Academy) for the year ended 31<sup>st</sup> August 2015. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law.

The Trust operates as a catholic academy for girls aged 11 – 16 and for both boys and girls aged 16 – 18 serving the Southend Deanery, part of the Diocese of Brentwood, based in Westcliff-on-Sea, Essex. It has a pupil capacity of 832 and had a roll of 886 in the school census dated 1 October 2015.

### **Structure, Governance and Management**

#### **Constitution**

The 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 Trust.

The Governors act as the Trustees for the charitable activities of the Academy and are also the Directors for the purposes of company law. The Charitable Company is also known as St Bernard's High School (the School). The terms Trustee, Governor and Director are interchangeable in this report.

Details of the Governors who served throughout the period are included in the Reference and Administrative Details on page 3.

The Academy converted on 17 August 2011 with the Company having been incorporated on 7 July 2011 taking over the voluntary aided school known as St Bernard's High School and Arts College.

#### **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.

#### **Governors Indemnities**

In accordance with normal commercial practice the Academy has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £2,000,000 on any one claim. The school's insurance policy is a combined one and there is no specific premium for this aspect of cover.

## **St Bernard's High School Governors' Report Continued**

### **Method of Recruitment and Appointment or Election of Trustees**

The Charitable Company can have up to:

- 11 Foundation Governors, appointed by the Diocesan Bishop. Foundation Governors will include the Parish Priest and at least 3 shall be parents of registered students attending the Academy at the date of appointment.
- 3 Staff Governors, 2 of whom teach and 1 who does not
- 2 further Governors
- 3 elected Parent Governors
- The Head Teacher is an ex-officio Governor

Underlying the structure is the understanding that the number of Foundation Governors must form a simple majority of the Board of Trustees. Governors serve a 4 year term except parent Governors who stand down when their child leaves the school.

To recruit new Governors the school works with Parish Priests to identify individuals who are active within their parish, are appropriately skilled and are willing to stand. Once identified the information is presented to the Diocesan Bishop for his approval.

Where vacancies arise among Parent Governors nominations are sought from among the parent body and an election using a secret ballot takes place.

Where vacancies arise among Staff Governors nominations are sought from among the staff and an election using a secret ballot takes place.

## **St Bernard's High School Governors' Report Continued**

### **Policies and Procedures Adopted for the Induction and Training of Governors**

There is a Governor Induction Policy that seeks to ensure that a new Governor receives a comprehensive induction process covering a broad range of issues and topics with a view to ensuring that the new Governor is given the necessary information and support to fulfil their role with confidence, leading to more effective governance and retention. A named Governor takes responsibility for supporting the new Member through the process.

In addition each new Governor is expected to attend a Finance Committee meeting to gain insight as to how the Governors understand and take responsibility for the financial management of the Trust's affairs.

### **Organisational Structure**

The governance of the Academy is defined in the Memorandum and Articles of Association together with the funding agreement with the Department of Education.

The Board of Trustees, which meets on at least 3 occasions per year, is responsible for the strategic direction of the Academy. It reviews progress towards educational objectives and results; approves major expenditure requests; sets the budget for the following year; sets the organisational staffing structure and agrees the performance objectives of the Head Teacher and reviews them.

Governors also attend termly committee meetings focussing on ethos, teaching and learning, premises and finance and report to the termly meeting of the Board of Trustees.

The Head Teacher is the designated Accounting Officer of the Academy and has overall responsibility for the day to day financial management of the Charitable Company. The Head Teacher has delegated responsibility for low values of expenditure to specific budget holders who are each responsible for managing their own departments within the constraints of their allocated budgets. A system of financial controls is in place to manage this process.

The Head Teacher manages the Academy on a daily basis supported by the Senior Leadership Team (SLT), made up of 6 senior members of staff. They meet daily for informal briefings and bi-weekly to discuss emerging matters and to help to develop strategies for future development to be put to the Head Teacher and the Board of Trustees as required for approval. Each member has specific responsibilities to assist the Head Teacher to manage certain aspects of the Academy.

### **Related Parties and Connected Organisations**

The Governors have signed a Memorandum of Understanding with the Diocese of Brentwood that puts in writing the relationship that has always existed between the School and the Church. The document clearly states what is required of the School Leadership and its Governors and of how it represents the Diocese within the local community.

The School is active within the local community, working with schools within the South East Essex Deanery of the Diocese of Brentwood and with local primary schools in the Southend Central Cluster. Staff and students take an active part in local authority events right across the spectrum from the Schools' Forum to sporting and cultural activities to professional development opportunities as part of the local teaching School Alliance.

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 organisations, transactions may take place with organisations in which a Governor has an interest. If any transactions involving such organisations take place they are at arm's length and in accordance with the Academy's financial regulations and normal procurement procedures.

Any transaction where a Trustee may have a pecuniary interest is only undertaken in accordance with the 'at cost' principle stated in the Academies' Financial Handbook.

## **St Bernard's High School Governors' Report Continued**

### **Objectives and Activities**

#### **Objects and Aims**

The Academy's principal activity is to advance for the public benefit, education in the United Kingdom, by establishing, maintaining, carrying on, managing and developing a catholic School which shall offer a broad and balanced curriculum and shall be conducted in accordance with the principles, practices and tenets of the catholic church and all catholic canon law that apply including any trust deed governing the use of the land used by the Academy both generally and in particular in relation to arranging for religious education and daily acts of worship and having regard to any advice and following directives issued by the Diocesan Bishop.

#### **Objectives, Strategies and Activities**

During the year the School has worked towards achieving these aims by:

- ensuring that every child enjoys the same high quality education in terms of resourcing, tuition and care;
- raising the standard of educational achievement of all pupils;
- improving the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;
- providing value for money;
- complying with all appropriate statutory and curriculum requirements;
- conducting the Academy's business in accordance with the highest standards of integrity; and
- working with schools in the Deanery and the local area.

At St Bernard's High School we aim to get the best for, and from, each student. We intend to enable each student to realise their full academic, creative and physical potential and to develop positive and moral values. We draw strength from our Catholic faith and look to develop a whole community that will enable the student to go on to become a full participating member of society.

#### **Public Benefit**

The Trustees believe that by working towards the objects and aims of the School as detailed above, they have complied with their duty to have due regards to the guidance on public benefit published by the Charity Commission.

### **Strategic Report**

#### **Achievements and Performance**

The Diocese of Brentwood judged St Bernard's High School to be an 'outstanding Catholic school' in November 2012. Its mission to support and nurture students both academically and spiritually is well illustrated by the School motto, 'Dieu mon abri' - 'God is my shelter'. The School is an inclusive community centred on ensuring that students are well cared for and educated within a caring and empowering framework embodied by the statement 'Love one another as I have loved you'. Gospel values are reflected in the mission statement of the School and especially in the dedicated pastoral work done by staff with students who are keen to support the School by developing their roles further. The curriculum on offer reinforces the Catholic ethos of the School effectively.

At the OfSTED inspection in 2012 the school was judged to be a 'good school with outstanding features'.

Behaviour and safety are outstanding. This is a good School that provides an exceptionally safe and happy atmosphere. Students are considerate, polite and courteous to staff and each other, and this has a very positive effect on learning. Attendance is well above average and reflects the students' enjoyment of their time at the Academy. There is a positive learning atmosphere in lessons and teachers have high expectations for all students.

## **St Bernard's High School Governors' Report Continued**

Students are making excellent progress overall given their starting points. Attainment at GCSE is significantly above the national average, a trend that has been present for the last 3 years. The proportion of students gaining 5 A\* - C including English and Maths in 2015 was 76%. There is a wide range of courses on offer in the Sixth Form and students make excellent progress in their AS and A2 examinations. There are many opportunities for all students to demonstrate leadership and make a contribution to the whole School. Most students progress to Higher Education or employment.

There have been many improvements to the buildings in recent years, including extensive refurbishment of the East Wing; the development of the main dining room and the Sixth Form study area.

The School has received the Artsmark Gold, Activemark, Leading Edge and National Association for Able Children in Education (NACE) Challenge Awards, National Healthy School Enhanced status and has been included in the Good Schools' Guide.

The Acting Head Teacher has a precise understanding of the areas for development, including the performance and professional developmental needs of staff. Senior leaders and subject leaders provide excellent quality leadership of teaching. The curriculum contributes exceptionally well to the students' spiritual, moral, social and cultural development.

The school has a comprehensive development plan shared by all members of the school community. The priorities are to continue to ensure that all groups of students gain standards at GCSE that are well above the national average in all subjects and to maintain high academic standards in the sixth form by:

- ensuring that all subject teachers are consistently reviewing the progress of their students towards challenging performance targets;
- taking every opportunity to encourage students to take greater responsibility for their own learning;
- ensuring students at 'A' Level achieve their challenging target grades; and
- closing the gap between the disadvantaged students and other groups of students at the School ensuring they continue to remain above the national average for the group.

### **Key Performance Indicators**

The Governors receive information at every meeting to enable them to monitor the performance of the School compared to aims, strategies and financial budgets. They receive external support to reassure themselves of the validity of that data from the data team at the local authority and named Governors have received additional training to become the 'expert' for the Board of Trustees.

As funding is based on pupil numbers this is a key performance indicator. Pupil numbers for 2015 were 882 (2014 - 898), the decrease being due to a number of students not moving to year 13 from year 12 in the sixth form.

Another key financial performance indicator is staffing costs as a percentage of total income. For 2014/15 this was 74% (2013/14 – 75%). This demonstrates how the School has managed the incremental drift arising from cost of living and scale point rises at a time when income from the Department of Education is reducing.

### **Going Concern**

After making appropriate enquiries, the Governors have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Account Policies.

**St Bernard's High School  
Governors' Report Continued**

**Financial Review**

The principal source of funding for the Academy is the General Annual Grant (GAG) funding that it receives from the Educational Funding Agency. For the year ended 31 August 2015 the Academy received £4,789,188 in GAG and other funding (£4,838,803 in the previous year). A high percentage of this was spent on wages and salaries and support costs to deliver the Academy's primary objective of the provision of education.

**Reserves Policy**

The Governors are aware of the requirement to balance current and future needs. The Governors always aim to set a balanced budget with the annual income balancing annual expenditure.

The Academy's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £187,539 (2014 £178,648). This has been built up from a mixture of locally raised income and the balances transferred from the predecessor school.

The cash balance of the Academy has been very healthy all year, ending with a balance of £1,062,171. The Governors have determined that they should hold a cash contingency equivalent to two months' salary expenditure, approximately £500,000. 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 School has a demountable building which the local planning officers have instructed should be taken down. The School will need to replace this with a permanent structure and submitted an application in 2013. This has only just been granted approval and funds have been accumulated to fund the build and are held as cash.

Due to accounting rules for the Local Government Pension Scheme under FRS17, the Academy is recognising a significant pension fund deficit of £1,272,000. This does not mean that an immediate liability for this amount crystallises and following actuarial advice to the pension trustees the school is required to make monthly contributions of £5,088 in addition to employer's contribution and this is being met from budgeted annual income.

Recognition has been made within the accounts of the movement in deficit of £46,000 and of an interest expense of £86,000 as part of the deficit of £1,272,000 but recognition of these sums has no direct impact on the free reserves of the Academy Trust nor on the day to day business of the Academy.

**Investment Policy**

The Memorandum of Association allows the Trustees to deposit or invest any funds of the Trust not immediately required for the furtherance of its object (but to invest only after obtaining such advice from a financial expert as the Governors consider necessary and having regard to the suitability of investments and the need for diversification).

At the current time the School only holds cash reserves at the bank. An arrangement is in place whereby funds in excess of the daily spend are transferred to and from a deposit account and £301,232 is held in a 3 months deposit account to maximise interest receivable.

**Principal Risks and Uncertainties**

The Governors have developed a risk matrix identifying the major risks to which the Academy is exposed, and identifying actions and procedures to mitigate those risks. A review is undertaken at every meeting of the Finance and Audit Committee and a report made to the subsequent Board of Trustees' Meeting. This work includes

**St Bernard's High School  
Governors' Report continued**

**Principal Risks and Uncertainties continued**

a specific review of the financial risks that have been identified, an annual review of the School's Financial Regulations and the underlying internal control structure.

The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the EFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

The key risks identified are that of:

*Financial pressures*

- Changing funding from Government and the impact that could have on the operation of the school, specifically the unmatched increases in salary costs and employer pension increase rates. Projects being undertaken now look to provide an appropriate and affordable infrastructure and on-going financial commitments are being kept to a minimum.
- The reduction in capital funding available from central Government and the consequent impact on being able to maintain the current structure in an appropriate condition and the ability to develop the property to take into account changing curriculum needs.

*Ethos issues*

- Further risks which impact upon the catholicity of the student body have been identified following the cessation of faith related transport subsidy previously provided by Essex County Council, the decreasing number of Catholic families in the western end of the Deanery and the mobility of students within the Southend Borough. Mitigation of this is being seen by the significant increase in a Catholic population in central Southend with two local Catholic primary schools moving from one to two form entry
- A further concern about the make-up of the student body is the expansion in numbers taken by local selective schools at entry in Year 7 and the expansion in the offer of sixth form education both by the selective schools and other local schools.

**Plans for Future Periods**

The Academy looks to continue to offer the very best education to the students by continuing to develop best practice by all staff, offering as wide a curriculum as possible and to continue to support enrichment activities. This will be led by Tony Sharpe who has been appointed Head Teacher with effect from 1 January 2016.

There is a need to replace existing temporary accommodation with a permanent construction and these plans will be influenced by the Local Authority's need to increase the number of school places as well as the need to maintain and develop the School facilities, particularly in science.

The Local Authority has also initiated conversations about the future need to expand places within the Borough.

**St Bernard's High School  
Governors' Report continued**

**Funds Held as Custodian Trustee on Behalf of Others**

The School occupies the land and buildings at Milton Road which are owned by the Diocese of Brentwood. No rent is paid nor is there a lease agreement. The school is required to insure and maintain the property at its own cost with no financial support available from the Diocese.

**Provision of Information to Auditors**

Insofar as the Governors are aware:

- there is no relevant audit information of which the Charitable Company's Auditor is unaware; and
- the Governors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the Auditor is aware of that information.

The Auditors, Price Bailey LLP, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

The Trustees' report, including a Strategic Report, was approved by order of the Board of Trustees on 8 December 2015 and signed on the Board's behalf by:

***Roger Calton***  
***Chair***

## St Bernard's High School

### Governance Statement

#### Scope of Responsibility

As Governors, we acknowledge we have overall responsibility for ensuring that St Bernard's High 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 Head Teacher, 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 St Bernard's High School and the Secretary of State for Education. The Head Teacher is 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 Governors' Responsibilities. The Board of Trustees has formally met 3 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

<b>Governor</b>	<b>Meetings Attended</b>	<b>Out of a Possible</b>
Mr R Calton (Chair)	3	3
Mrs P Barron (Head Teacher) - retired August 2015	3	3
Mrs C Allen (Head Teacher) - appointed September 2015	0	0
Mrs P Blight - appointed July 2015	0	0
Mrs P Clark	3	3
Mrs S Corr - resigned July 2015	0	3
Mr I Currie	2	3
Mrs S Drummond - resigned September 2015	1	3
Mr M J Elmes - appointed October 2015	0	0
Mrs A E Ham - appointed September 2015	0	0
Mrs J James	3	3
Mrs E Keeble - appointed September 2015	0	0
Mrs J Long	2	3
Mr M O'Sullivan	3	3
Mrs H Pestana	3	3
Mrs M Ruston - resigned October 2014	0	0
Mrs D Tidman	2	3
Mr P Tidman	2	3
Father J Whisstock	3	3

In addition, following the announcement of the retirement of Mrs Barron, Head Teacher, the governors met on two further occasions to specifically discuss the appointment of a successor. The first advertisement and interview did not identify an appropriate candidate and the Governors asked Mrs Allen, Deputy Head, to act as Head Teacher for the Autumn Term 2015. Mrs Barron was asked to become the School Support Partner for this interim period and so allowing the School to continue working in a clear, calm and organised way. A second advertisement was placed in September and following the interview process Mr Tony Sharpe has been appointed Head Teacher with effect from 1 January 2016.

There have been some movement in the Board of Trustees with both Mrs Corr and Mrs Drummond resigning due to increasing work commitments.

The Board of Trustees regularly evaluates its effectiveness with the Chairs of Committee meeting annually with the Head Teacher to review the composition of the working of its Committees.

## St Bernard's High School

### Governance Statement continued

The Board of Trustees met to carry out a self-evaluation activity in October 2014 using 'twenty key questions for a governing body to ask itself' published by the All Party Parliamentary Group on Education Governance and Leadership. This self-evaluation was continued on their training day in November and the outcome was a number of refinements to the arrangements for link meetings and additional monitoring of the committees by the Chair of Governors.

The Board of Trustees completed an audit of skills and their governance subject to an external review by an independent consultant. This has created a programme of development of knowledge and skills which is ongoing.

The Governors have engaged with the local provision for training and information and with the NGA (National Governors' Association).

In addition to this, key issues addressed during 2014/15 have included:

- the appointment of a new Head Teacher;
- continuing to manage the property, including:
  - the successful bid for funding to prevent regular flooding of the site;
  - the successful bid for a SALIX to introduce energy efficient lighting in the school;
  - the recognition of the financial impact of issues discussed at committee level;
  - the continuing monitoring of risk; and
- the oversight of the finances of the academy.

The Finance and Audit Committee is a sub-committee of the main Board of Trustees. Its purpose is to oversee all aspects of the School's financial matters.

*Financial and Audit Committee attendances:*

Governor	Meetings Attended	Out of a Possible
Mr R Calton (Chair)	4	4
Mrs P Barron (Head Teacher)	4	4
Mr I Currie	2	4
Mr M O'Sullivan	4	4
Mr P Tidman	3	4

### Review of Value for Money

As Accounting Officer, the Head Teacher has responsibility for ensuring that the Trust delivers good value in the use of public resources. The Accounting Officer understands that the 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 Trust has delivered improved value for money during the year by:

- **Improving educational results**

This is achieved through:

- The continued development of the rigorous tracking of student progress and achievement with underachievement identified early and appropriate interventions put in place. As a result the percentage of students achieving 5 A\* to C in GCSE examinations in 2015, including Maths and English, was 76%, significantly above the national average which has continued for the last three years.

## St Bernard's High School

### Governance Statement continued

- Working with students and their families to understand the impact of absenteeism and consistently achieving attendance of at least 95% across the whole School, again above the national average.
- Providing opportunities for students to aspire through the offering of a broad academic curriculum which is lively and relevant. The School provides a wide range of extra-curricular opportunities and draws strength from being a faith-based community.
- Developing the system of leadership training and CPD to support the development of outstanding teaching and learning.

#### • Financial Governance and Oversight

Governance arrangements include regular monitoring by the Board of Trustees and its Committees. Regular management accounts with variance analyses are prepared and supported by internal and external audit reports.

#### • Better Purchasing

There is a culture of periodically reviewing every contract on the basis of need, cost and value for money. Staff are involved in discussions with other schools in the area with a view to obtaining best value.

#### • Better Income Generation

During the last year the School has:

- Increased the letting of facilities.
- Reduced the cost of running a catering facility.
- Developed the use of bank deposits effectively.
- Continued to develop relationships with alumni.
- Kept up to date with, and looked to apply for, grants available to the School.
- Developed the income achieved through donations.

### 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 Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place at St Bernard's High School for the year 1 September 2014 to 31 August 2015 and up to the date of approval for the annual report and financial statements.

### Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the 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 on-going process for identifying, evaluating and managing the Trust's significant risks that has been in place for the year 1 September 2014 to 31 August 2015 and up to the date of approval of the Annual Report and financial statements. This process is regularly reviewed by the Board of Trustees.

## **St Bernard's High School**

### **Governance Statement continued**

#### **The Risk and Control Framework**

The 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 Audit Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- Setting targets to measure financial and other performance;
- Clearly defined purchasing (asset purchase or capital investment) guidelines;
- Delegation of authority and segregation of duties; and
- Identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided to appoint David Clarke, the School's former Director of Finance, as Internal Auditor.

The Internal Auditor's role includes giving advice on financial matters and performing a range of checks on the Trust's financial systems. On a termly basis, the Internal Auditor reports to the Board of Trustees on the operation of the systems of control and on the discharge of their financial responsibilities.

Two visits have been made during the accounting period and in addition to the risks arising from testing payroll systems and purchase systems risks around cut off and expenditure not being properly authorised were examined. No material control issues arose but his reports generated positive discussion, enhanced Governors' understanding and led to some developments of policy.

Copies of those reports are submitted to the external Auditors as well.

#### **Review of Effectiveness**

As Accounting Officer, the Head Teacher 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 work of the external Auditor;
- The financial management and governance self-assessment process; and
- The work of the School Business Manager within the Academy Trust who has 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 Audit Committee and a plan to address the weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the Board of Trustees on 8 December 2015 and signed on its behalf by:

**Roger Calton**  
**Chair**

**Carmel Allen**  
**Accounting Officer**

## **St Bernard's High School**

### **Statement on Regularity, Propriety and Compliance**

As Accounting Officer of St Bernard's High School I have considered my responsibilities to notify the Board of Trustees and the Educational Funding Agency of material irregularity, impropriety and non-compliance with the EFA terms and conditions of funding, under the funding agreement in place between the 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 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 Trust's funding agreement and the Academies' Financial Handbook.

I confirm that no instances of material irregularity, impropriety and 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 the EFA.

***Carmel Allen***  
***Accounting Officer***  
***Date: 8 December 2015***

## **St Bernard's High School**

### **Statement of Trustees' Responsibilities**

The Governors (who act as Trustees for the charitable activities of St Bernard's High School and are also Directors of the Charitable Company for the purposes of company law) are responsible for preparing the Trustees' Report and 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 Governors to prepare financial statements for each financial year. Under company law the Governors 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 Governors are required to:

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

The Governors 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 Governors 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 the EFA/DfE have been applied for the purposes intended.

The Governors 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 the Board of Trustees on 8 December 2015 and signed on its behalf by:

***Roger Calton***

***Chair***

***Date 8 December 2015***

## **Independent Auditor's Report on the Financial Statements to the Governing Body of St Bernard's High School**

We have audited the financial statements of St Bernard's High School for the year ended 31 August 2015 which comprise of 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 Accounts Direction 2014 - 2015 issued by the Education Funding Agency.

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

### **Respective Responsibilities of Governors and Auditors**

As explained more fully in the Statement of Governors' Responsibilities, the Governors (who are also the Directors of the Trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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 Trust's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Governors; 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 Trust's affairs as at 31 August 2015 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Academies Accounts Direction 2014 to 2015 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' Annual Report, incorporating the Strategic Report, for the financial year for which the financial statements are prepared is consistent with the financial statements.

## **Independent Auditor's Report on the Financial Statements to the Governing Body of St Bernard's High 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 return 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 Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Mr Gary Miller (Senior Statutory Auditor)

For and on behalf of

**Price Bailey LLP**

Chartered Accountants

Statutory Auditors

Causeway House

1 Dane Street

Bishop's Stortford

Hertfordshire

CM23 3BT

Dated: 15 December 2015

## **Independent Reporting Accountant's Assurance Report on Regularity to St Bernard's High School and the Education Funding Agency**

In accordance with the terms of our engagement letter and further to the requirements of the Education Funding Agency (EFA) as included in the Academies: Accounts Direction 2014 – 2015, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by St Bernard's High School during the year 1<sup>st</sup> September 2014 to 31<sup>st</sup> August 2015 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Respective responsibilities of St Bernard's High School's Accounting Officer and the Reporting Accountant**

The Accounting Officer is responsible, under the requirements of St Bernard's High School's funding agreement with the Secretary of State for Education dated 17 August 2011 and the Academies' Financial Handbook, extant from 1 September 2014, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Approach**

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

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

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

Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the Trust's income and expenditure. The work undertaken to draw out conclusion includes:

- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance.
- Evaluation of general control environment of the Academy Trust, extending the procedures required for financial statements to include regularity.
- Discussions with and representations from the Accounting Officer and other key management personnel.
- An extension of substantive testing from our audit of financial statements to cover matters pertaining to regularity, propriety and compliance in particular checking that selected items were appropriately authorised and appropriate.

**Independent Reporting Accountant's Assurance Report on Regularity to St Bernard's High 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 2014 to 31 August 2015 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Mr G Miller (Reporting Accountant)

**Price Bailey LLP**

Chartered Accountants

Statutory Auditors

Causeway House

1 Dane Street

Bishop's Stortford

Hertfordshire

CM23 3BT

**15 December 2015**

## St Bernard's High School

## Statement of Financial Activities for the year ended 31 August 2015 (including Income and Expenditure account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted fixed asset fund £	Restricted funds £	Total funds 2015	Total funds As restated 2014 £
<b>Incoming resources</b>						
Incoming resources from generated funds:						
Voluntary income	3	0	6,867	516,034	522,901	481,751
Trading activities for generating funds	4	187,494	0	112,930	300,424	289,639
Investment income	5	2,933	0	0	2,933	1,986
Incoming resources from charitable activities						
Funding for the Academy's educational resources	6	0	108,429	4,680,759	4,789,188	4,838,803
<b>Total incoming resources</b>		<b>190,427</b>	<b>115,296</b>	<b>5,309,723</b>	<b>5,615,446</b>	<b>5,262,179</b>
<b>Resources expended</b>						
Costs of generating funds:						
Costs of generating voluntary income		0	0	500,287	500,287	470,748
Fundraising trading		181,536	0	5,032	186,568	157,898
Charitable activities:						
Academy's educational operations	8	0	159,355	4,775,182	4,934,537	4,879,177
Governance costs	9	0	0	43,352	43,352	43,610
<b>Total resources expended</b>	7	<b>181,536</b>	<b>159,355</b>	<b>5,323,853</b>	<b>5,664,744</b>	<b>5,201,433</b>
<b>Net incoming resources/(outgoings) before transfers</b>		<b>8,891</b>	<b>(44,059)</b>	<b>(14,130)</b>	<b>(49,298)</b>	<b>60,746</b>
Gross transfers between funds		0	80,666	(80,666)	0	0
<b>Net income / expenditure for the year</b>		<b>8,891</b>	<b>36,607</b>	<b>(94,796)</b>	<b>(42,298)</b>	<b>60,746</b>
<b>Other recognised gains and losses</b>						
Actuarial gains and (losses) on defined benefit pension scheme		0	0	46,000	46,000	218,000
<b>Net movement in funds</b>		<b>8,891</b>	<b>36,607</b>	<b>(48,796)</b>	<b>(3,298)</b>	<b>278,746</b>
Reconciliation funds						
Total funds brought forward at 1 September		178,648	166,842	(733,473)	(387,983)	384,271
Prior year adjustment	17	0	0	1,051,000	1,051,000	0
<b>Total funds carried forward at 31 August</b>		<b>187,539</b>	<b>203,449</b>	<b>268,731</b>	<b>659,719</b>	<b>663,017</b>

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

## St Bernard's High School

## Balance Sheet as at 31 August 2015

Company Number 07697023

	Note	£	2015 £	As restated 2014 £
<b>Fixed assets</b>				
Tangible assets	13		203,449	166,842
<b>Current assets</b>				
Debtors	14	1,182,783	1,181,992	
Cash at Bank		<u>1,062,171</u>	<u>924,708</u>	
		2,244,954	2,106,700	
<b>Creditors: amounts falling due within one year</b>	15	<u>447,956</u>	<u>378,525</u>	
<b>Net current assets</b>			1,796,998	1,728,175
<b>Total assets less current liabilities</b>			<b>2,000,447</b>	<b>1,895,017</b>
<b>Creditors: amounts falling due after more than one year</b>	16		68,728	0
<b>Net assets excluding pension liability</b>			<b>1,931,719</b>	<b>1,895,017</b>
Defined benefit pension scheme liability			1,272,000	1,232,000
<b>Net (liabilities) including pension scheme assets</b>			<b>659,719</b>	<b>663,017</b>
<b>Funds of the academy</b>	17			
<b>Restricted funds</b>				
Donation in Kind			1,051,000	1,051,000
Fixed asset fund			203,449	166,842
General restricted funds			489,731	498,527
Pension reserve			(1,272,000)	(1,232,000)
<b>Total restricted funds</b>			<b>472,180</b>	<b>484,369</b>
<b>Unrestricted funds:</b>				
General funds			187,539	178,648
<b>Total funds</b>			<b>659,719</b>	<b>663,017</b>

The financial statements on pages 23 to 25 were approved by the Board of Trustees, and authorised for issue on 8 December 2015 and are signed on their behalf by:

Roger Calton  
Chair

**St Bernard's High School**

**Cash Flow statements for the year to 31 August 2015**

	Note	2015 £	2014 £
<b>Net cash inflow from operating activities</b>	21	155,582	307,547
Returns on investments and servicing of finance – interest received	22	2,933	1,986
Capital expenditure	23	(106,962)	(43,722)
SALIX loan		85,910	0
<b>Increase in cash in the period</b>		<b>137,463</b>	<b>265,811</b>
<b>Reconciliation of net cash to movement in net funds</b>			
Net funds at 31 August 2014/2013		924,708	658,897
Net funds at 31 August 2015/2014		<b>1,062,171</b>	<b>924,708</b>

## St Bernard's High School

### Notes to the Financial Statements for the year to 31 August 2015

#### 1. Accounting Policies

##### Basis of Preparation

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

##### Going Concern

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

##### Incoming Resources

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

- **Grants Receivable**

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

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

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

- **Donations**

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

- **Other Income**

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

- **Donated Services and Gifts in Kind**

The value of donated services and gifts in kind provided to the Academy 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 Academy's policies.

## St Bernard's High School

### Notes to the Financial Statements for the year to 31 August 2015 continued

#### Resources expended

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

- **Costs of generating funds**

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

- **Charitable Activities**

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

- **Governance costs**

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

All resources expended are inclusive of irrecoverable VAT.

#### Tangible fixed assets and depreciation

Assets costing more than £1,000 are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than land, at rates calculated to write off the cost of each asset over its expected useful life on the following bases:-

Property developments	-20 years straight line
Motor vehicles	-10 years straight line
Fixtures & fittings	-10 years straight line
ICT equipment	-5 years straight line

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

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

**St Bernard's High School**  
**Notes to the Financial Statements for the year to 31 August 2015 continued**

**Leased Assets**

Rentals under operating leases are charged on a payment basis over the lease term.

**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.

**Pension Benefits**

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

**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 Governors.

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Education Funding Agency or other 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 Education Funding Agency/Department for Education.

**St Bernard's High School**
**Notes to the Financial Statements for the year to 31 August 2015 continued**
**2 General Annual Grant (GAG)**

Under the funding agreement with the Secretary of State, the Academy was subject to limits at 31 August 2015 on the amount of GAG that could be carried forward from one year to the next. An amount equal to 12% GAG could be carried forward, of which up to 2% could be used for general recurrent purposes, with any balance being available for premises / capital purposes.

The Academy has not exceeded these limits during the year ended 31 August 2015.

**3 Voluntary Income**

	Restricted Fixed Assets £	Restricted funds £	2015 £	As restated 2014 £
Other donations	6,867	1,601	8,468	2,842
Notional Rent	0	350,000	350,000	350,000
Other income	0	164,433	164,433	128,909
	<u>6,867</u>	<u>516,034</u>	<u>522,901</u>	<u>481,751</u>

**4 Activities for Generating Funds**

	Unrestricted funds £	Restricted funds £	2015 £	2014 £
Hire of facilities	26,769	0	26,769	21,375
Catering income	149,505	0	149,505	146,425
Other income	11,220	112,930	124,150	121,839
	<u>187,494</u>	<u>112,930</u>	<u>300,424</u>	<u>289,639</u>

**5 Investment Income**

	Unrestricted funds £	Restricted funds £	For the year to 31 August 2015 £	For the year to 31 August 2014 £
Short term deposits	2,933	0	2,933	1,986

## St Bernard's High School

## Notes to the Financial Statements for the year to 31 August 2015 continued

## 6 Funding for Academy's educational operations

	Unrestricted funds £	Restricted funds £	2015 £	2014 £
<b>DfE/EFA revenue grants</b>				
General Annual Grant (GAG)	0	4,515,015	4,515,015	4,587,521
Capital grant	0	108,429	108,429	0
Other DfE/ EFA grants	0	137,447	137,447	177,350
	0	4,760,891	4,760,891	4,764,871
<b>Other Government grants</b>				
Local Authority Grants	0	28,297	28,297	73,932
	0	4,789,188	4,789,188	4,838,803

## 7 Resources Expended

	Staff costs £	Non pay expenditure Premises £	Other costs £	Total 2015 £	As restated 2014 £
Costs of generating voluntary income	0	350,000	150,287	500,287	470,748
Costs of activities for generating funds	97,480	2,267	86,821	186,568	157,898
Academy's educational operations					
. Direct costs	2,889,359	0	374,572	3,263,931	3,383,887
. Allocated support costs	934,828	277,602	458,176	1,670,606	1,495,290
	3,824,187	277,602	832,748	4,934,537	4,879,177
Governance costs including allocated support costs	0	0	43,352	43,352	43,610
	3,921,667	629,869	1,113,207	5,664,744	5,551,433

	2015 £	2014 £
Net income / (expenditure) for the year includes:		
Operating leases	94,230	119,089
Profit/(loss) on disposal of fixed assets	0	0

**St Bernard's High School**  
**Notes to the Financial Statements for the year to 31 August 2015 continued**

**8 Charitable Activities**

	2015	2014
		£
<b>Direct costs – educational operations</b>		
Teaching and educational support staff costs	2,889,359	2,939,384
Depreciation	395	395
Technology costs	52,397	74,474
Educational supplies	90,617	104,161
Examination fees	87,935	94,569
Staff development	20,133	24,881
Educational consultancy	27,399	32,602
Other direct costs	95,696	113,421
	<u>3,263,931</u>	<u>3,383,887</u>
<b>Allocated support costs – educational operations</b>		
Support staff costs	848,828	849,939
Pension interest expense provision	86,000	97,000
Depreciation	69,960	28,248
Technology costs	153,100	181,958
Recruitment and support	21,045	6,480
Maintenance of premises and equipment	62,732	80,213
Project funded by SALIX loan finance	85,910	0
Project funded by EFA Capital grant	99,000	0
Cleaning	29,960	20,762
Utilities	19,127	18,925
Rent and rates	32,987	32,871
Energy costs	55,447	73,976
Insurance	38,558	39,349
Security & transport	11,673	11,285
Catering	16,686	12,638
Bank interest & charges	927	1,213
Other support costs	38,666	40,433
	<u>1,670,606</u>	<u>1,495,290</u>
<b>Total direct and support costs</b>	<u>4,934,537</u>	<u>4,879,177</u>

**9 Governance Costs**

	£	£
Legal & professional fees	30,617	31,141
Auditor's remuneration		
. Audit of accounts	9,000	8,050
. Other services including internal audit fees	1,140	1,050
Internal audit fees	500	750
Support Costs	2,095	2,619
	<u>43,352</u>	<u>43,610</u>

**St Bernard's High School****Notes to the Financial Statements for the year to 31 August 2015 continued****10 Staff Costs**

a) Staff costs during the period were:

	For the year to 31 August 2015	For the year to 31 August 2014
	£	£
Wages and salaries	3,063,334	3,092,561
Social Security costs	215,621	220,426
Pension costs	521,866	524,472
	<hr/>	<hr/>
	3,800,821	3,837,459
Supply teacher costs	120,846	116,402
	<hr/>	<hr/>
	3,921,667	3,953,861

b) **Non-statutory / non-contractual staff severance payments**

Included in staff costs are non-contractual payments during the year totalling 2015 – nil (2014 - £1,500)

c) **Staff numbers**

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

	2015	2014
	No.	No.
Teachers	55	56
Administration and support	43	47
Management	5	6
	<hr/>	<hr/>
	103	109

d) **Higher paid staff**

The number of employees whose emoluments, including pension contributions, exceeded £60,000 was

	2015	2014
	No.	No.
£60,001 - £70,000	1	2
£70,001 - £80,000	1	0
£90,001 - £100,000	1	1

All of these employees participated in the Teachers' Pension Scheme. During the year ended 31 August 2015 pension contributions for these staff amounted to 2015-£32,512 (2014-£31,398).

**11. Related Party Transactions - Governors' remuneration and expense**

One or more Governors has been paid remuneration from an employment with the Academy.

The Head Teacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Principal and staff, and not in respect of their services as Trustees.

**St Bernard's High School**
**Notes to the Financial Statements for the year to 31 August 2015 continued**
**11. Related Party Transactions - Governors' remuneration and expense Continued**

The value of Governors' remuneration including the employer pension contributions was as follows:

Mrs P Barron – Head Teacher – Remuneration £90,000-£95,000 Employer pension contributions £10,000-£15,000	£105,000 - £110,000 (2014: £100,000 - £105,000)
Mrs H Pestana - Teaching Staff governor Remuneration £35,000 - £40,000 Employer pension contributions £5,000-£10,000	£40,000 - £45,000 (2014: £40,000 – £45,000)
Mrs P Clark - Foundation Governor Remuneration £0-£5,000 employer pension contributions £0	£0-£5,000 (2014: £0-£5,000)
Mrs M Ruston – Support Staff governor resigned October 2015 Remuneration £0-£5,000 employer pension contributions under £500	£0-£5,000 (2014: £20,000 - £25,000)

During the period, no travel and subsistence expenses were reimbursed to Governors.

Related party transactions involving the Trustees are set out in note 26.

**12. Governors' and officers' insurance**

In accordance with normal commercial practice the Academy has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £10,000,000 on any one claim and the cost for the period is not separately stated within the total premium.

The cost of this insurance is included in the total insurance cost.

**13. Tangible Fixed Assets**

	Property development £	Furniture & fittings £	Computer equipment £	Motor vehicles £	Total £
<b>Cost</b>					
As at 1 September 2014	14,837	168,200	38,343	20,925	242,305
Additions	0	27,008	79,954	0	106,962
Disposals	0	0	0	0	0
As at 31 August 2015	14,837	195,208	118,297	20,925	349,267
<b>Depreciation</b>					
As at 1 September 2014	1,245	62,269	7,764	4,185	75,463
Charge for year	415	32,458	35,389	2,093	70,355
Disposals	0	0	0	0	0
As at 31 August 2015	1,660	94,727	43,153	6,278	145,818
<b>Net Book Value</b>					
As at 31 August 2015	13,177	100,481	75,144	14,647	203,449
As at 31 August 2014	13,592	105,931	30,579	16,740	166,842

**St Bernard's High School****Notes to the Financial Statements for the year to 31 August 2015 continued**

Assets donated on conversion to Academy are included at their market value at the date of conversion. The Academy does own a sports field at Bridgewater Drive whose value is reflected within the heading of property development.

The Trust occupies land and buildings provided to it in Milton Road, Westcliff-on-sea by the Diocesan Trustees under a licence (also referred to as a Church Supplemental Agreement) which contains a two year notice period. Having considered the fact that Trust occupies the land and building by a licence that transfers to the Academy no rights or control over the site save that of occupying it at the will of the Diocesan Trustees under agreement, the Diocesan Trustees have concluded that the value of the land and buildings occupied by the Trust will not be recognised or valued within the fixed assets. Where sums have been expended in property construction since the formation of the Academy they have been capitalised.

**14. Debtors**

	2015	As restated 2014
	£	£
<b>Due after more than one year</b>		
Other debtor see note 18, prior year disclosure	701,000	701,000
<b>Due within one year</b>		
Trade debtors	0	0
VAT recoverable	55,696	28,272
Other debtors	379,091	359,241
Prepayments and accrued income	46,996	93,479
	<u>1,182,783</u>	<u>1,181,992</u>

**15. Creditors: amounts falling due within one year**

	2015	2014
	£	£
Trade creditors	135,747	60,570
Other taxation and social security	118,215	122,209
Other creditors	56,315	77,139
Accruals and deferred income	137,679	118,607
	<u>447,956</u>	<u>378,525</u>

	2015	2014
	£	£
Deferred income at 1 September 2014	21,504	16,535
Resources deferred in the year	22,716	21,504
Amounts released from previous year	(21,504)	(16,535)
Deferred income as at 31 August 2015	<u>22,716</u>	<u>21,504</u>

Deferred income relates to grant (Devolved Formula Capital ) income covering a period beyond the year end.

**St Bernard's High School**  
**Notes to the Financial Statements for the year to 31 August 2015 continued**

**15. Creditors: amounts falling due within one year Continued**

Included within other creditors is a loan of £ 17,182 from SALIX which is provided on the basis that the total interest free loan is deducted from EFA GAG payments over a period of 5 years.

Within the current creditors are repayments due in the next 12 months.

**16 Creditors: amounts falling due in greater than one year**

	2015	2014
Other creditors	68,728	0
	68,728	0

Included within other creditors is a loan of £ 68,728 From SALIX which is provided on the following terms:

- payable over 5 years , equal instalments;
- by deduction from payment of GAG.

**17. Funds**

	As at 31 August 2014 As restated £	Incoming resources £	Resources expended £	Gains, losses & transfers £	As at 31 August 2015 £
<b>Restricted general funds</b>					
General Annual Grant –GAG	441,769	4,515,015	(4,440,509)	(80,666)	435,609
Other DfE/ EFA grants	27,406	137,447	(139,906)	0	24,947
Other government grants	0	28,297	(28,297)	0	0
Trips	20,312	150,212	(150,287)	0	20,237
Other restricted funds	9,040	15,822	(15,924)	0	8,938
Activities for generating funds	0	112,930	(112,930)		
Pension reserve	(1,232,000)	0	(86,000)	46,000	(1,272,000)
Donation In Kind	1,051,000	350,000	(350,000)	0	1,051,000
	317,527	5,309,723	(5,323,853)	(34,666)	268,731
<b>Restricted fixed assets funds</b>					
Fixed Assets	166,842	115,296	(159,355)	80,666	203,450
General fund	178,648	190,427	(181,536)	0	187,539
<b>Total of funds</b>	<b>663,017</b>	<b>5,615,446</b>	<b>(5,664,744)</b>	<b>46,000</b>	<b>659,719</b>

**St Bernard's High School**  
**Notes to the Financial Statements for the year to 31 August 2015 continued**

**17. Funds continued**

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

<b>Fund</b>	<b>Purpose</b>
General Annual Grant -GAG	Funding received from EFA and expenditure incurred to support Academy's educational operations.
Other DfE/EFA grants	Includes pupil premium, funding for students with statements, 16-19 Bursary, Sports grant and capital grants.
Other government grants	This represents allocated funding for pupils identified with special educational needs.
Trips	Recognises income and expenditure relating to trips and events organised by the School.
Other restricted funds	Income and expenditure relating extended Schools monies, Jack Petchey Awards and other grants and donations received.
Activities for generating funds	Activities for generating funds include the provision of resource booklets, the ability to pay for retaking exams and music tuition
Pension reserve	Reserve reflecting movements within the Local Government Pension Scheme deficit.
Donation in kind	This fund represents the rent free occupation of the land and buildings from the Diocese of Brentwood

Transfers between funds represents the net adjustment for additions to fixed assets purchased using GAG funding.

**18. Prior year adjustment disclosure**

A prior year adjustment has been made to recognise a donation in kind receivable which represents the commitment by the Diocese of Brentwood to provide land and building on a rent free basis for 36 months which had not been previously recognised.

The effect has been to recognise an asset valued at £1,051,000 from the date of conversion to an Academy Trust.

## St Bernard's High School

## Notes to the Financial Statements for the year to 31 August 2015 continued

**19. Analysis of net liabilities between funds**

Fund balances at 31 August 2015 are represented by:

	Unrestricted funds	Restricted Fixed assets fund	Restricted funds	Total funds	As Restated Total 2014
	£	£	£	£	£
Tangible fixed assets	0	203,449	0	203,449	166,842
Current assets	187,539	0	2,057,415	2,244,954	2,106,700
Current liabilities	0	0	(447,956)	(447,956)	(378,525)
Long term liability	0	0	(68,728)	(68,728)	0
Pension scheme liability	0	0	(1,272,000)	(1,272,000)	(1,232,000)
<b>Total net liabilities</b>	<b>187,539</b>	<b>203,449</b>	<b>268,731</b>	<b>659,719</b>	<b>663,017</b>

**20. Financial Commitments – operating leases for equipment**

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

	2015 £	2014 £
Expiring within one year	41,409	75,470
Expiring within two to five years	27,883	28,893
	<b>69,292</b>	<b>104,363</b>

**21. Reconciliation of net income to net cash inflow from operating activities**

	Total 2015 £	Total 2014 £
Net income	(49,298)	60,746
Depreciation (note 13)	70,355	28,643
(Profit)/loss on disposal of fixed assets	0	0
Interest receivable (note 5)	(2,933)	(1,986)
FRS 17 movements (note 25)	86,000	97,000
(Increase)/decrease in debtors	(791)	(36,216)
Increase/(decrease) in creditors	52,249	159,360
<b>Net cash inflow from operating activities</b>	<b>155,582</b>	<b>307,547</b>

**22. Returns on Investments and Servicing of Finance**

	2015	2014
Interest received	2,933	1,986
<b>Net cash inflow from returns on investment and servicing of finance</b>	<b>2,933</b>	<b>1,986</b>

**St Bernard's High School****Notes to the Financial Statements for the year to 31 August 2015 continued**

<b>23. Capital Expenditure and Financial Investment</b>	2015	2014
Purchase of tangible fixed assets	(106,962)	(413,722)
Receipts from sale of tangible fixed assets	0	0
<b>Net cash outflow from capital expenditure and financial investment</b>	<b>(106,962)</b>	<b>(43,722)</b>

<b>24. Analysis of changes in net funds</b>	At 31 August 2014	Cash flow	At 31 August 2015
	£	£	£
Cash in hand and net funds	924,708	137,463	1,062,171

**25. Members' Liability**

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

**26. Pensions and similar obligations**

The Academy'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 Essex County Council. Both are multi-employer defined-benefit schemes.

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

Contributions amounting to £41,621 (2014: £42,224) were payable to the scheme as at 31 August 2015 and are included in creditors.

**Teachers' Pension Scheme**

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 published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultations are:

**St Bernard's High School****Notes to the Financial Statements for the year to 31 August 2015 continued****26. Pensions and similar obligations continued**

- 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) 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; and
- the assumed real rate of return is 3% in excess of prices and 2% in excess of earnings. The rate of real earnings grant is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

During the year the employer rate was 14.1%. The TPS valuation for 2012 determined an employer rate of 16.4% from September 2015 which will be payable during the implementation period until the next valuation as at March 2016, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2019. The pension costs paid to TPS in 2015 were £ 292,785 / 2014 were £ 291,396

The new employer contribution rate is applicable from 1 April 2015 and will be implemented for the TPS from September 2015. A copy of the valuation report and supporting documentation is on the Teachers' Pensions' website.

Under the definition set out in Financial Reporting Standard (FRS17) Retirement Benefits, the TPS is a multi-employer pension scheme. The Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Trust has set out above the information available on the scheme.

**Local Government Pension Scheme (LGPS)**

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2015 was £195,000, of which employer's contributions totalled £151,000 per FRS17 and employees' contributions totalled £44,000 per FRS17. The agreed contribution rates for future years are 12.5% for employers and 5.5-7.5% for employees.

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

The scheme is in deficit and an initial repayment plan of a fixed amount per month was agreed, namely £5,088.11 (2014 - £4,869.00).

Barnett Waddingham has been engaged by Essex Pensions to make the necessary FRS 17 valuation as at 31 August 2015 and the deficit has been attributed to the Academy as at the year end.

The LGPS obligation relates to the employees of the Academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy at the balance sheet date.

**St Bernard's High School**
**Notes to the Financial Statements for the year to 31 August 2015 continued**
**26. Pensions and similar obligations continued**
**Principal Actuarial Assumptions**

	As at 31 August 2015	As at 31 August 2014
Rate of increase in salaries	4.4%	4.4%
Rate of increase for pensions in payment/inflation	2.6%	2.6%
Discount rate for scheme liabilities	4.0%	3.9%
Inflation assumption (CPI)	2.6%	2.6%

The sensitivity analysis for the principal assumptions used to measure scheme liabilities is as follows:-

	£000's	£000's	£000's
Adjustments to discount rate	+0.1%	0.0%	-0.1%
Present value of total obligation	2,228	2,275	2,323
Projected service costs	195	199	203
Adjustment to mortality age rating assumption	+1 year	None	-1 year
Present value of total obligation	2,334	2,275	2,217
Projected service costs	204	199	194

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

	At 31 August 2015	At 31 August 2014
<i>Retiring today</i>		
Males	22.8	22.7
Females	25.2	25.1
<i>Retiring in 20 years</i>		
Males	25.1	24.9
Females	27.6	27.4

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

	31 August 2015		31 August 2014	
	£000's	%	£000's	%
Equities	652	65%	497	64%
Gilts	41	4%	50	6%
Other bonds	97	10%	85	11%
Property	116	12%	90	12%
Cash	25	2%	22	3%
Alternative assets	72	7%	30	4%
<b>Total market value of assets</b>	<b>1,003</b>		<b>774</b>	
Present value of scheme liabilities - funded	(2,275)		(2,006)	
<b>Deficit in the scheme</b>	<b>(1,272)</b>		<b>(1,232)</b>	

The basis used to determine the overall expected rate of return on the major categories of the scheme assets was on the long term future expected investment return for each asset class as at the beginning of the period. The returns on gilts and other bonds are assumed to be the gilt yield and corporate bond yield respectively at the relevant dates. The return on equities and property is then assumed to be a margin above gilt yields.

The actual return on scheme assets was £43,000 (2014 - £72,000).

**St Bernard's High School**  
**Notes to the Financial Statements for the year to 31 August 2015 continued**

**26. Pensions and similar obligations continued**

Amounts recognised in the statement of financial activities

	2015	2014
	£000	£000
Current service cost (net of employee contribution)	200	178
Analysis of pension finance income/(costs)	0	0
Expected return on pension scheme assets	(46)	(35)
Interest on pension liabilities	83	93
	<hr/>	<hr/>
Pension finance income/(costs)	237	236

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

	2015	2014
	£000	£000
<b>At 1 September 2014/2013</b>	<b>2,006</b>	<b>1,872</b>
Current service cost	200	178
Interest cost	83	93
Employee contributions	44	40
Actuarial (gain)/loss	(49)	(170)
Benefits paid	(9)	(7)
	<hr/>	<hr/>
<b>At 31 August 2015/2014</b>	<b>2,275</b>	<b>2,006</b>
	<hr/>	<hr/>
	2015	2014
	£000	£000
<b>At 1 September 2014/2013</b>	<b>774</b>	<b>519</b>
Expected return on assets	46	35
Actuarial gain/(loss)	(3)	48
Employer contributions	151	139
Employee contributions	44	40
Benefits paid	(9)	(7)
<b>At 31 August 2015/2014</b>	<b>1,003</b>	<b>774</b>

The estimated value of employer contributions, including the actuarial deficit repayment sum for the year ended 31 August 2015 £151,000 (2014-£139,000)

**27. 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, there is potential that transactions will take place with organisations in which a Trustee may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy's financial regulations and normal procurement procedures.

**St Bernard's High School****Notes to the Financial Statements for the year to 31 August 2015 continued****27. Related Party Transactions continued**

The Academy operates from land and buildings provided rent free by the Diocese of Brentwood. Under an agreement between the Diocese, the Academy and the Secretary of State the Diocese would be required to give 24 months notice from the year end if it wished to terminate this agreement. No such notice had been given at the year end and the Diocese is therefore committed to providing the land and buildings rent free for a further 36 months from the year end. The trustees estimate that the cost of renting equivalent buildings would be £350,000 per annum, on this basis a donation from the Diocese of £350,000 is shown in the accounts together with a notional expense of the same amount. In addition, included within debtors is a donation in kind of £1,051,000 representing the commitment by the Diocese to provide the land and buildings rent free for a further 36 months.

During the period no Governor disclosed any interest in a company with which the School had dealings.

**28. Controlling Party**

The Academy is under the control of the Brentwood Diocesan Bishop.