

Registered number: 7490390

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2016

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2016**

Members

Mr E J Coupe
Mr P J Gordon
The Trustees of the property held in
connection with the English Province of the
Congregation of the Christian Brothers

Trustees

Mr N Atkins
Br J Catterson
Dr J Challiner
Mrs L D Cooke
Mr J Devine
Mr N Dodd
Mr T Duffy
Mr S Flather (appointed 23 November 2015)
Mr A Franks
Mr G Higgins
Mrs M Hilton
Mr D Kavanagh
Mrs C Machin
Ms R Maguire
Ms S P Moore
Mr D O'Neill (resigned 30 September 2015)
Mr M Phelan (resigned 30 September 2015)
Dr M Robinson (resigned 31 August 2016)
Mr P Robinson
Mr D Rushton (appointed 15 June 2016, resigned 19 September 2016)
Mrs S Scott
Mr R Selby
Mr P Shufflebotham (appointed 1 December 2015)
Mrs M Wilshaw

Company registered number

7490390

Company name

St Joseph's College Edmund Rice Academy Trust

Principal and registered office

London Road, Trent Vale, Stoke on Trent, Staffordshire, ST4 5NT

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2016**

Advisers (continued)

Company secretary

Mrs K Cleverley

Senior management team

Ms R Maguire, Head Teacher
Mr D McKenna, 1st Deputy Head Teacher
Mrs C Slattery, 2nd Deputy Head Teacher
Mr J Bryden, Assistant Head Teacher
Mr S Jones, Assistant Head Teacher
Mr R Christopherson, Assistant Head Teacher
Mrs C Cirino, Assistant Head Teacher
Mrs K Cleverley, Finance Manager
Mr D Thorley, Estates Manager
Mrs F Uschmann, HR Manager/Heads PA

Independent auditors

Moore Stephens, Statutory Auditor, 1 Lakeside, Festival Way, Festival Park, Stoke on Trent, Staffordshire, ST1 5RY

Bankers

HSBC Bank PLC, Crown Bank, Hanley, Stoke on Trent, Staffordshire, ST1 1DA

Lloyds TSB, Fountain Square, Hanley, Stoke on Trent, Staffordshire, ST1 1LE

Solicitors

Stone King Solicitors LLP, 13 Queen Square, Bath, BA1 2HJ

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2016

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

Objectives and Activities

a. Objects and aims

The Academy Trust's objective is specifically restricted to advance the public benefit education in the United Kingdom, in particular but without prejudice to the generally of the foregoing by establishing, maintaining, carrying on, managing and developing a school with a designated Roman Catholic Character offering a broad and balanced curriculum in accordance with the principals, practices and tenets of the Roman Catholic church and in accordance with the Trust Deed of the Congregation and the religious and educational philosophy of the Edmund Rice schools as set out in the Essential Elements.

In setting our objectives and planning our activities the trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

b. Objectives, strategies and activities

The Academy's main strategy is encompassed in its mission statement:

St Joseph's College seeks to develop the whole person. We are a Catholic School inspired in our mission by the vision of life that is found in the teaching of the Gospel, the Church, and in Jesus, who came that we 'may have life and have it to the full.'

In striving to fulfil this mission the Academy continues the work of the Congregation of Christian Brothers and its founder Blessed Edmund Rice. In practice this means that it seeks to:

- Encourage, support and inspire young people and the wider school community in the journey of faith.
- Create a well-ordered community where everyone is valued and respected.
- Develop the intellectual, creative, physical, spiritual and religious potential of every pupil and encourage involvement in extra-curricular activities such as sport, music, drama and community service.
- Work in partnership with parents, parishes, local industry and commerce, and the wider community in a spirit of mutual service for the benefit of all.
- Prepare our young people for life beyond school and in particular develop personal integrity, moral values and a sense of justice so that they "act justly, love tenderly and walk humbly with God". (Micah 6:8)

The School Improvement Plan has three components:

- Maintaining and extending existing strengths
- Addressing areas of weakness identified from self-evaluation
- Responding to new local and national initiatives.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2016

c. Principal Activities

The current priorities for the Academy during the year ended 31 August 2016 are summarised below:

STRIVING FOR EXCELLENCE
(TEACHING, LEARNING, ASSESSMENT AND OUTCOMES)

- To over-haul our approach to Key Stage 3
- To respond to the new curriculum at Key Stage 4
- To continue to embed the new curriculum at Key Stage 5
- To ensure outstanding progress for all

CONCERN FOR THE WHOLE PERSON
(PERSONAL DEVELOPMENT)

- To make our students more effective learners
- To continue to ensure highest levels of safety for all

EDUCATION FOR A CHRISTIAN CALLING
(LEADERSHIP)

- To continue to flourish as a Catholic community
- To develop the leadership capacity of staff

The Academy will conduct the school's business in accordance with the highest standards of selflessness, integrity, objectivity, accountability, openness, honesty and leadership thereby complying with all appropriate statutory and curriculum requirements. Furthermore the Academy will abide by the core principles of good governance for public services:

- 1) Engaging with stakeholders and making accountability real
- 2) Performing effectively in clearly defined functions and roles
- 3) Promoting values and demonstrating good governance through behaviour
- 4) Focusing on purpose and outcomes
- 5) Developing the capacity and capability for the governing body and senior management to be effective
- 6) Taking informed transparent decisions and managing risk

d. Public benefit

The Governors acknowledge the duty in Section 4 of the Charities Act 2006 to have due regard to the Charity Commission's published general and relevant sub-sector guidance on public benefit. We have referred to this guidance when reviewing our aims, strategy and in planning future activities. All activities undertaken by the Academy are for public benefit.

The Academy is specifically restricted to advance for the public benefit in education in the United Kingdom and reports annually on the ways in which it has successfully delivered in this regard.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2016

Achievements and performance

a. Review of activities

St Joseph's College, an Edmund Rice school was founded in 1932 and as an outstanding school converted to academy status in February 2011.

The school is oversubscribed at Year 7 with an entry of 150 students. Post-16 the school is also oversubscribed and accepts over 100 students into Year 12 from local 11-16 schools. Total pupil numbers in September 2016 were 1094 (1124 in 2015).

Public examination results are outstanding. At GCSE the percentage of students achieving 5A*-C including English and maths was 93% in 2016 (86% in 2015). The progress 8 figure for 2016 was 0.33 (0.24 in 2015). National indicators show that progress in both English and maths between key stages 2 and 4 are well above the levels expected given the students' starting points.

At A level, results show the school performs above the national standards, with the percentage of A* to B grades at 61% in 2016 (national figure = 53%). In addition, 99% of grades were at A*-E.

To ensure that standards are continually raised the school operates a robust self-evaluation and review programme. Senior line managers frequently and regularly monitor student level progress with Subject Leaders. All Subject Leaders are experienced in leading reviews of other departments and annual departmental peer reviews take place. Senior staff monitor the quality of teaching and learning on a termly basis through learning walks, lesson observations and work scrutinies. Good practice in teaching and learning is regularly shared at departmental and whole staff meetings. Data analyses compare the schools standards with that of the best schools nationally, and the College subscribes to national databases (e.g. ALPS, fftaspire) to benchmark performance at student, subject and whole school level and to provide robust and ambitious targets for individual students.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2016

b. Key performance indicators

- All members of the community are inspired in their journey of Faith by the supportive Christian ethos.
- All students regularly participate in collective worship, including Mass and the Sacrament of Reconciliation.
- All students demonstrate a personal integrity and strong moral values.
- All students actively participate in community work.
- Many students participate successfully in competitive sporting fixtures.
- 93% of students achieve 5 or more good GCSEs (inc. English and Mathematics).
- 99% of students pass their A level courses.
- Over 90% of students' progress to a suitable university course, other appropriate higher education or apprenticeship.
- Some students progress to work in the Church.
- Some students continue to teacher training.
- Some students go on to attend Oxford or Cambridge.

Analysis of employee matters;

- All advertisements for new posts generate a high level of interest, large number of applicants and subsequent appointments are always of a high quality.
- Our current staff numbers are: Teaching Staff 74, with 4 trainee teachers on the SCITT program at St Joseph's College. Support Staff 54.
- There is excellent retention of support staff.
- There is excellent development of staff to leadership roles. This last academic year our turnover of 16 staff comprised of 2 retiring, 1 returning to full time further education, 6 graduate teachers and the remaining moved to promotion or career change.

c. Investment policy

Under current circumstances the financial constraints of Academy do not allow for large fund investment. Where possible the schools investment policy seeks to achieve a high quality return ensuring consideration to social and environment issues as well as to the ethos of the school.

Financial review

a. Going concern

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

b. Financial risk management objectives and policies

In accordance with the Academies statutes, the Governors and senior staff are responsible for the administration and management of the Academies affairs. They are responsible for ensuring that:

- there is an effective system of internal control and that accounting records are properly kept;
- there are appropriate financial and management controls in place to safeguard the assets of the Academy and prevent and detect fraud; and
- the Academy secures economical, efficient and effective management of its resources and expenditure.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2016

c. Principal risks and uncertainties

The principal goal for the Academy is to safeguard its long-term ability to continue to deliver an outstanding education to its students and to grow, maintain and renew its physical facilities appropriately within space constraints.

One of the academy's main uncertainties is the impact of Government funding changes and the current uncertain economic climate and financial environment.

All major risks to which the Academy is exposed have been reviewed by the governing Body and are listed in the Academy's top risk register. The top risk on the register being the new appointment of the Headteacher from January 2016; a robust induction and support programme has been put in place. The financial risk to the academy is due to budget cuts, increased cost pressures and a reduction in VI form students. This is being mitigated by increasing our lower school intake at year 7 to 150 students from 120, by ensuring all possible funding streams and available income is received, and that the only expenditure allowed is that which is in the agreed budget. Systems including operating, financial and compliance controls have been established to mitigate those risks. Governors have determined major risks to the Academy, the likelihood of those risks materializing and the potential impact of the risks.

d. Reserves policy

The Governors 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. It is the Governing Body's general policy to continue to build reserves which can be used for future educational purposes.

Unrestricted reserves at 1 September 2015 were £112,840 (being the income funds that are freely available for general purposes which, under the SORP, would generally be unrestricted funds) and general restricted reserves (excluding the pension reserve and restricted fixed asset funds) were £nil. The 2015-16 budget was set, agreed and continuously monitored to maximise cost efficiency during the year and to achieve a prudent level of reserves to carry forward into academic year 2016-17.

At the end of August 2016 the value of free reserves held was £173,932 (unrestricted funds). The academy has no restricted funds at the end of August 2016 and the LGPS pension fund which is considered as restricted funds is showing a deficit of £1,356,000 at 31 August 2016.

The academy has a value of £9,143,075 of fixed tangible assets however at present does not need to have a consideration to dispose of any. The academy has no restricted general funds at 31 August 2016, unrestricted funds are £173,932 so the net value of funds at this date is £173,932, this is detailed in the statements that follow.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2016

e. Financial Review

The School converted from an outstanding school to Academy status on 1st February 2011. The school is a split site school comprising of the main school site, off site playing fields, a VI form building and an additional VI form Resource Centre purchased with capital funding from the EFA. The Academy took over the existing lease of the VI form building and signed a new lease for the main school with the Academies Trustees. The Academy also took on the Local Government Pension Scheme liability.

The Academies principal income is from the EFA in the form of recurrent, restricted grants. The grants received during the year ended 31 August 2016 and associated expenditure are shown in the Statement of Financial Activities.

The Academy also received grants for fixed assets from the EFA. In accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS102)), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund.

During the year ended 31 August 2016, total expenditure of £7,491,000 was covered by the recurrent grant funding from the EFA with other incoming resources. The total incoming resources for the year was £7,315,000 made up from £129,000 of grants for fixed assets, £6,728,000 restricted fund including the form of the recurrent grant and £458,000 from funds generated from other activities.

At 31 August 2016 the net book value of the fixed assets was £9,143,000. Movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

The deficit of the Local Government Pension Scheme (LGPS) is recognised on the balance sheet in accordance with FRS102. At 31 August 2016, the deficit stood at £1,356,000. The deficit acquired by the Academy at commencement of academy status 1st February 2011 was £380,000.

Structure, Governance and Management

a. Constitution

Details of the Trustees who served during the year are included in the Reference and administrative details on page 1.

The Academy Trust is known as St Joseph's College Edmund Rice Trust and is a company limited by guarantee and an exempt charity. The Academy's memorandum and articles of association are the primary governing documents of the Academy Trust.

The statutory directors act as the trustees for the charitable activities of Companies Act 2006. The statutory directors are also the directors of the Academy and with others appointed and elected in accordance with the Articles of Association comprise the Board of Governors of the Academy. The Governors/Directors are also Trustees for the purpose of charity law.

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TRUSTEES' REPORT (continued)
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The Members of the Academy comprises:

The first member of the Academy Trust shall be the Congregation, which shall subscribe to the Memorandum. Subsequent members of the academy Trust shall be;

- a) Up to three members appointed by the Congregation; and
- b) The Chairman of the Governors
- c) 1 person appointed by the Secretary of State, in the event that the Secretary of State appoints a person for this purpose.
- d) Any person appointed where the Members may agree unanimously in writing to appoint such additional members as they think fit and may unanimously in writing agree to remove such additional members.

During the year ended 31 August 2016 there was no person appointed by the Secretary of State.

The Governing Body meets regularly and is advised by a range of sub-committees that include the Finance, Premises and Safety, Audit, Admissions, Pupil Support, Standards and Personnel. Committees operate under terms of reference approved by the Governing Body and enable the roles and responsibilities of the Governing Body to be fulfilled through close collaboration with the Senior Leadership Team.

Governors' Indemnities [see Companies Act 2006 s236]

The Academy's insurers indemnify against any claims up to £1,000,000 in respect of civil liability which arises out of the conduct of the Insured in their personal capacity as a Director, Governor or Officer of the Academy. The cost of this is £1,109.

The principal object and activity of the Academy is to provide education for boys and girls between the ages of 11 and 18, who are selected partly by academic merit and by faith, sibling and distance criteria.

In accordance with the articles of association the Academy has adopted a funding agreement approved by the Secretary of State for Education. The funding agreement specifies, amongst other things, the basis for admitting pupils to the Academy and that the Academy will provide a broad and balanced curriculum.

b. Organisational structure

The organisation structure consists of three levels: the Governors (three of whom are statutory directors), Senior Leadership Team and the Middle Leaders (Subject and Year Heads).

The aim of the leadership and management structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Governing Body, lead effectively by the Chair of Governors, are responsible for setting policies, adopting the annual School Improvement Plan and budgets, making major decisions about the direction of the academy, capital projects and senior staff appointments. The Governing Body delegates powers to various sub committees to monitor and make decisions. The day to day management and operations of the academy is devolved to the Senior Leadership Team which comprises of the Head teacher (who acts as the Accounting Officer), two Deputy Heads, four Assistant Heads, Finance Manager, HR Manager and Estates Manager. The Senior Leadership team is responsible for the authorisation of spending within the agreed budgets as set by the Governors, and some budgets are devolved to middle leaders with limits that the Senior Leaders must countersign. The Senior and Middle Leaders are also responsible for organising the teaching and support staff, facilities and pupils across curriculum and pastoral sectors and for all stages of the Academy.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2016

c. Members' liability

The liabilities of the Members of the Academy are limited. Every Member undertakes to contribute such amounts as may be required (not exceeding £10) to the Academy's assets if it should be wound up while he or she is a member.

d. Method of recruitment and appointment or election of Trustees

The Academy Trust has the following Governors and methods of appointment;

- a) up to 11 Governors appointed
- b) up to 4 parent Governors (elected)
- c) up to 3 staff Governors (elected)
- d) the principal
- e) any additional Governors
- f) any further Governors
- g) up to 4 Co-opted Governors (appointed)

Term of office

The members of the Governing Body of the predecessor school as at 31st January 2011 shall be the initial Governors and their terms of office shall expire as and when they would have expired had they remained as Governors of the predecessor school. The term of office for any Governor shall be 4 years, save that this time limit shall not apply to the Principal. Subject to remaining eligible to be a particular type of Governor, any Governor may be re-elected.

e. Policies and procedures adopted for the induction and training of Trustees

Upon their appointment, Governors are provided with the policies and a selection of papers that bring them up to date with current business and with issues of major importance. There is also an induction session. Some training opportunities are provided by external organisations.

f. Pay policy for key management personnel

Pay is set by the Pay Policy for all staff and the guidance of the School Teachers' Pay and Conditions Document (STPCD).

In November, the Personnel Committee review pay of those staff reaching threshold (UPS). Under the recommendation from the Headteacher, SLT pay is reviewed on performance management and their current leadership pay range. The Headteacher's pay is reviewed following their performance review as per section 4.2 of the policy.

Section B (Leadership Group: Determination and Review of Salaries) is implemented according to the pay policy.

The Finance Manager, HR Manager and the Estates Manager are reviewed as per the pay policy under section M - support staff.

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g. Connected organisations, including related party relationships

There is a related, but wholly independent, charitable undertaking; St Joseph's College Parent Teacher & Friends Association which is the Parents' association.

h. Trustees' indemnities

The academy has obtained indemnity insurance to cover the liability of Members and Governors in respect of any negligence, default, breach of trust or breach of duty of which they may be guilty in relation to the Academy. Insurer, ACE European Group Ltd:- to the value of £1,000,000.

Plans for future periods

a. Future developments

Teaching School

As an Ofsted rated outstanding academy with a NLE as its Head Teacher and a strong track record of providing school-to school support, Initial Teacher Training, CPD and succession planning, we continue to be designated by the government as a National Teaching School. This means that we will continue, with the support of the NCTL, to work with our own staff and those of other schools both within and outside our Alliance to improve the quality of teaching and system leadership in a number of areas. The following work is undertaken, evaluated via NCTL's collaborative fund evaluation where NCTL funds successful bids for projects or provides annual funding @ approx. £46,000:

School-to-school support (bespoke and dependent on both need and capacity):

- Outreach secondary teaching and leadership at both middle and senior leadership by outstanding practitioners, in the form of direct deployment or coaching & mentoring, and development of system leadership.
- NLE support to other schools/head teachers, department/whole school reviews, and SLE activity supports action plans to enable this
- Developing SLE networks to coordinate subject leader networks across SASCAL (Stoke secondaries)
- Due diligence, and comprehensive support, on possible sponsorship of another academy

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TRUSTEES' REPORT (continued)
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CPD (Continuing Professional Development)

- Joint INSET days/twilight sessions with local secondary schools on progress/Ofsted framework/coaching skills/curriculum development
- Bespoke INSET focusing on teaching and learning workshops lead by our best practitioners
- Sharing good practice with other schools on school improvement from SLT/middle leaders
- Cohorts of local teachers engaging in our ITP (Improving Teacher Programme) and OTP (Outstanding Teacher Programme) lead by outstanding practitioners from our staff as facilitators. Also, similarly on TLDP (Teaching and Learning Development Programme)/ATLDP (Advanced Teaching and Learning Development Programme)
- Teaching Leaders Stoke hub hosted at St. Joseph's College
- Subject knowledge development courses in conjunction with Keele university for science and lab technicians
- Middle leadership development programmes to include NPQML with St Joseph's College facilitators
- NQT Appropriate Body for primary and secondary NQTs regionally and providing CPD sessions to enhance NQT Induction led by St Joseph's College practitioners
- Stimulating Physics Network and subject knowledge training for maths and physics returners to teaching

ITT (Initial Teacher Training)

- St. Joseph's College Stoke Secondary Partnership has, as an accredited SCITT (School Centered Initial Teacher Training), running ITT (Initial Teacher Training) for cohorts of graduate trainees in local and regional schools; trainees gain QTS whilst following our school direct training programme. The SCITT is a separate entity within the Teaching School funded partly by NCTL for salaried trainees, and partly by the SLC (Student Loans Company) at a legal rate set by the SCITT for non-salaried trainees, and evaluated by NCTL and by Ofsted in 2-part inspections.
- Outstanding Professional and Subject Mentors for our SCITT
- HMI mocksted of SCITT and external moderation of SCITT judgments of trainee progress are highly successful
- Successful NCTL audit of SCITT governance and finance
- 100% of trainees pass training year as good or outstanding
- 100% of trainees gain NQT positions whilst in their training year
- Supporting other schools' ITT needs e.g. Teach First placements, Assessment Only Routes to QTS, and primary trainee placements

SLE (Specialist Teachers of education)

- Recruiting, deploying and quality assuring the outreach work of outstanding leaders from within and outside our school in other schools to carry out work including CPD, leadership development, moderating controlled assessment, department review, SCITT training sessions, buddying new middle leaders and SLTs, levelling moderation, coaching and mentoring of ITT/NQTs including Appropriate Body remediation, workshops on teaching and learning
- Joint learning walks to support teachers/leaders at all levels in quality assuring teaching and learning
- SLEs and Aspirant SLEs carrying outreach work and leading SCITT sessions/research and development projects

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TRUSTEES' REPORT (continued)
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Research and Development (springing from the above)

- In 2014-15: Research Lesson Study national pilot, working with the NCTL, CUREE, and Oxford University to improve literacy and 'close the gap' in attainment for identified students
- In 2015-16/16-17: SSAT Embedding Formative Assessment project, working with whole staff in 'learning communities' to drive CPD in teaching and learning

St Joseph's College will continue to work to maintain its outstanding ratings from Ofsted and its outstanding academic success whilst securing its place in the national development of education including teaching school status and potential academy sponsorship. Our key aims will remain: to provide young people with an education which prepares them for life beyond school so that they are able to the leaders of tomorrow, acting justly and with integrity and moral purpose.

Disclosure of information to auditors


Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charitable company's auditors in connection with preparing their report and to establish that the charitable company's auditors are aware of that information.

Auditors

Moore Stephens undertook the audit process for the stated year. A tendering process will follow to appoint auditors for the next financial year.

This report was approved by order of the Governing Body as the company directors, on 29/11/16 and signed on its behalf by:



.....
Mr A Franks
Chair of Governors

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GOVERNANCE STATEMENT

Scope of Responsibility

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

The Governing Body has delegated the day-to-day responsibility to the Head Teacher, as Accounting Officer, for ensuring financial controls conform to 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 Joseph's College Edmund Rice Academy Trust and the Secretary of State for Education. The Head teacher is also responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The Governing Body has formally met 4 times during the year. Attendance during the year at meetings of the Governing Body was as follows:

Trustee	Meetings attended	Out of a possible
Mr N Atkins	4	4
Br J Catterson	2	4
Dr J Challiner	3	4
Mrs L D Cooke	2	4
Mr J Devine	2	4
Mr N Dodd	3	4
Mr T Duffy	0	4
Mr S Flather	2	2
Mr A Franks	4	4
Mr G Higgins	4	4
Mrs M Hilton	4	4
Mr D Kavanagh	0	4
Mrs C Machin	3	4
Ms R Maguire	4	4
Ms S P Moore	3	4
Mr D O'Neill	0	1
Mr M Phelan	0	0
Dr M Robinson	4	4
Mr P Robinson	2	4
Mr D Rushton	2	2
Mrs S Scott	4	4
Mr R Selby	2	4
Mr P Shufflebotham	2	2
Mrs M Wilshaw	2	4

The Chair of Governors resigned on 6th October 2015 and Mr A Franks was elected as Chair of Governors.

Governance review

The Governing Body at St Joseph's College strive to ensure that their governance is effective in driving forward and delivering the objectives of the academy by showing a good understanding of the academy, it's structure, it's aims and how it is going to meet those aims. Governance is transparent, robust and shows excellent practice.

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GOVERNANCE STATEMENT (continued)

The Governing Body has a diverse governance board with a wide range of skills and experience. Many are key executives in large organisations and are assigned to different committees depending on skills and experience.

Committee meetings are structured to allow for timely strategic decisions for the business of the Academy and an annual governor's plan supporting this is in place for every committee, and is reviewed at every meeting. The Audit committees undertakes timely reviews and audits of each committee and makes any recommendations. All Chairs of each committee present to the audit committee and ensure these recommendations are implemented.

The Chair and one of the vice chairs have completed the NCTL Governors training and undertaken 360 degrees evaluation. Two further Governors have completed the Governor Mark training and have organised a working party to evaluate the possibility of carrying out the Governor Mark accreditation with the Governing Body and creating a personalised skills audit document. The working party have also considered the Governors Induction process, and although all new Governors are encouraged to attend the Local Authority induction training, the party are looking to create a more specialised induction training to suit the Governing Body.

Governors have development days with the Senior Leadership Team to discuss and review performance and discuss future improvements and objectives. In a previous year a HMI Inspector attended and presented at a Governor away day on how to be an Outstanding Academy. The Governing Body are currently undertaking a Refresher on Academy Roles and Responsibilities of Governing Bodies, as well as whole Governor Body training on Exclusions and The Prevent Duty.

An OFSTED and Diocesan OFSTED inspection rated the academy outstanding.

The Finance Committee is a sub-committee of the main Governing Body. 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.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr J Devine	4	5
Dr J Challiner	3	5
Ms R Maguire	4	5
Mr P Robinson	0	5
Mr R Selby	4	5
Ms S Scott	5	5

The Audit Committee is a sub-committee of the main Governing Body. Its purpose is to:

Review and monitor all aspects of the operations and performance of the academy.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr N Atkins	4	5
Ms R Maguire	3	5
Mr G Higgins	5	5
Mr P Shufflebotham	4	4

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (continued)

Review of Value for money

As Accounting Officer, the Head Teacher has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The Accounting Officer considers how the Academy Trust's use of its resources has provided good value for money during each academic year, and reports to the Governing Body where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by:

Improving Educational Results

Progress - Between key stages 2 and 4 in 2016, 90% of students made 3 or more levels of progress in English compared to 69% nationally. The corresponding figures for mathematics students are 82% making 3 or more levels of progress compared to 66% nationally. The percentages of students making 4 or more levels of progress were 47% in English (30% nationally) and 39% in mathematics (30% nationally). In addition, the progress 8 score for summer 2016 GCSE results was 0.33 (positive value added of a third of a GCSE grade per subject). The progress 8 score for summer 2015 was 0.24. Progress at AS and A level in the summer of 2016 is identified by the ALPS report, which graded students overall progress 4 for AS (above national average) and 5 for A2 (national average).

Attainment – In the summer of 2016 the percentage of students gaining 5 GCSEs at A*-C inc. English and maths was 93% (88% in 2015) and the percentage of A or A* grades at GCSE was 42% (46% in 2015).

Attainment at both AS and A level was above the national average in the summer of 2016. At A level, 61% of grades were A* to B (53% nationally). At AS level, 47% of grades were A or B (41% nationally).

Targeted Improvement and Focus on Individual Pupils/Groups

Pupil premium students:

We had five pupil premium students in year 11 in the summer of 2016. These students achieved a progress 8 score of 0.68, above the national average and above the progress 8 score for all students at St. Joseph's.

Students with special educational needs:

We had thirteen students in year 11 in the summer of 2016 who were receiving SEN support. In English, 92% of these students made expected progress (69% nationally for all students) and in mathematics 69% of these students made expected progress (66% nationally for all students).

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (continued)

Collaboration

- 'Teaching Leaders' organisations, Keele University and Stoke LA delivering in-house training for other local schools to support leadership development and science subject knowledge enhancement
- NPQML facilitators from St. Joseph's College TSA, with Lawrence Sherriff as licence holder, successful in taking cohorts of local middle leaders through NCTL programme
- Rolling out CPD programmes with participants from our school and local schools, where need is identified and capacity to deliver is possible: ITP/OTP, NPQML, TLDP/ATLDP, Stimulating Physics Network subject development sessions, department teaching and learning weekend conference
- Joint INSET days and teaching and learning workshops with participants from local schools
- Maintaining a SCITT with ITT accreditation for Graduate Trainees across Stoke, Staffordshire, Cheshire and Walsal LA, and running NQT training & Induction verification for the city, as an Appropriate Body
- Partner schools' Senior Leaders sit on the SCITT Steering Group
- Advertising SCITT trainee profiles widely to ensure a pool of talent for local schools to recruit from and funded school experience programmes for prospective trainees
- Support of schools placed in Special Measures/grade 4 via NLE deployment funded action plans, and of Grade 3 schools via NCTL funded bids to include: outreach of SLEs and middle & senior leaders from timetable capacity or with associated internal back-fill from our staff: middle leadership development programmes, teaching and learning workshops, coaching and mentoring of teachers, NQT verification, NLE direct deployment, Quality assurance of work that individual schools themselves carry out.

New Initiatives

- Teaching School and SCITT budgets are ever evolving, and are set and monitored with income and expenditure shown
- Cost-effective charging policy for CPD, including tariff for SLE/NLE days, SLA for school-to-school support of secondary schools informs NCTL bids for funding and charging to individual schools and LAs to allow for the following costs to be met: outreach support and teaching, facilitator training, CPD licences, facilitator allowances for courses they run at weekends
- Cost effective charging of tuition fees and school fees for SCITT QTS programme, with all commissioned work from St. Joseph's College and other delivery partners funded from SCITT accounts e.g. training sessions, research and development activity, quality assurance visits and assessment, SCITT leadership and administration
- Due diligence work carried out ahead of possible sponsorship of a secondary academy

Financial

All services and contracts are regularly reviewed to ensure the academy always receives good value for money and that all goods are fit for purpose. The academy always ensures that the right balance between the cost, quality and timeliness of purchases. We have reduced costs by reviewing all services and contracts, and by renegotiating costs of existing suppliers or renegotiating new contracts without reducing quality or service. All procurement for goods and services are individually assessed and a decision is made in accordance to the agreed guidelines in the academies procurement policy. The academy always seeks possibilities to reduce costs of external services by joining forces with other schools or academies. Examples of this are; our insurance costs which we benefit from good value as we purchase via a broker with three other academies, and our HR provider who we secured a good deal jointly with 2 other schools in the same local authority. The academy has provided outreach work to other schools and academies to generate additional income as well as making the sports hall available for community use. The academy benchmarks information with other comparator academies on the DfE website as well as internal data from previous years. Our overall performance compares exceptionally well bringing together information about funding and performance to understand and demonstrate the exceptional quality of service we deliver for the funding we receive per pupil.

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

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 Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in St Joseph's College Edmund Rice Academy Trust for the year 1 September 2015 to 31 August 2016 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Governing Body has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Governing Body is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks, that has been in place for the year 1 September 2015 to 31 August 2016 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Governing Body.

The Risk and Control Framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Governing Body;
- regular reviews by the Finance 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 Governing Body has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed G Higgins, a Trustee, as Responsible Officer (RO).

The RO's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. On a quarterly basis, the RO reports to the Governing Body on the operation of the systems of control and on the discharge of the Governing Body's financial responsibilities.

The schedule of reporting has been delivered in line with the EFA's requirements and there has been no material control issues arising as a result of the Responsible Officer's work.

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (continued)

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:

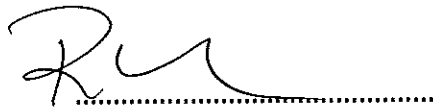
- the work of the Responsible Officer;
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Audit 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 Governing Body on 29/11/16 and signed on their behalf, by:



.....
Mr A Franks
Chair of Governors



.....
Ms R Maguire
Accounting Officer

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of St Joseph's College Edmund Rice Academy Trust I have considered my responsibility to notify the academy trust board of trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2015.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2015.

Except for the matters detailed below 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.

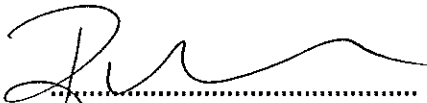
Gifts, donations and hospitality

The Academy Trust has made several gifts in breach of its Gifts, Donations & Hospitality Policy without prior approval from the board.

Debit card transactions and cash withdrawals

The Academy Trust has incepted various transactions by way of debit card and cash withdrawals for which no invoices or receipts have been retained.

None of the above matters have previously been notified to the EFA



.....
Ms R Maguire
Accounting Officer

Date: 29/11/16

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2016

The Governors (who act as trustees for charitable activities of St Joseph's College Edmund Rice Academy Trust and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' 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:

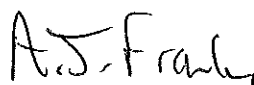
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies' Accounts Direction 2015 to 2016;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 the 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 Governing Body on 29/11/16 and signed on its behalf by:



.....
Mr A Franks
Chair of Governors

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST
JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST**

We have audited the financial statements of St Joseph's College Edmund Rice Academy Trust for the year ended 31 August 2016 which comprise the Statement of financial activities incorporating income and expenditure account, the Balance sheet, the Statement of cash flows 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) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Academies Accounts Direction 2015 to 2016 issued by the Education Funding Agency.

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 charitable company 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 Statement of Trustees' responsibilities, 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

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2016 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2015 to 2016 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.

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST
JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST**

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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.

Moore Stephens.

Ashley M Conway (Senior statutory auditor)
for and on behalf of

Moore Stephens, Statutory Auditor

Chartered Accountants

1 Lakeside

Festival Way

Festival Park

Stoke on Trent

Staffordshire

ST1 5RY

Date:

5/12/2016

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST AND THE EDUCATION FUNDING AGENCY

In accordance with the terms of our engagement letter dated 29 September 2016 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2015 to 2016, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by St Joseph's College Edmund Rice Academy Trust during the year 1 September 2015 to 31 August 2016 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of St Joseph's College Edmund Rice Academy Trust's accounting officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of St Joseph's College Edmund Rice Academy Trust's funding agreement with the Secretary of State for Education dated 28 January 2011, and the Academies Financial Handbook extant from 1 September 2015, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO ST
JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST AND THE EDUCATION FUNDING AGENCY**
(continued)

The work undertaken to draw our conclusions includes:

- consideration of the evidence supporting the accounting officers statement on regularity, propriety and compliance;
- analytical procedures on the general activities of the academy trust;
- a review of minutes of committees and board meetings which may be relevant to regularity;
- consideration of discussions with key personnel including the accounting officer and governing body;
- tests of control have been carried out on control activities which are relevant to regularity; and
- on a sample basis, substantive testing of individual transactions.

Conclusion

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

Gifts, donations and hospitality

The Academy Trust has made several gifts in breach of its Gifts, Donations & Hospitality Policy without prior approval from the board.

Debit card transactions and cash withdrawals

The Academy Trust has incepted various transactions by way of debit card and cash withdrawals for which no invoices or receipts have been retained.

Moore Stephens

Moore Stephens
Chartered Accountants
1 Lakeside
Festival Way
Festival Park
Stoke on Trent
Staffordshire
ST1 5RY

Date: 5/12/2016 .

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

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

	Note	Unrestricted funds 2016 £	Restricted funds 2016 £	Restricted fixed asset funds 2016 £	Total funds 2016 £	Total funds 2015 £
INCOME FROM:						
Donations and capital grants	2	56,216	-	129,029	185,245	132,970
Charitable activities	5	377,096	6,713,478	-	7,090,574	6,706,010
Other trading activities	3	14,790	14,880	-	29,670	21,340
Investments	4	9,594	-	-	9,594	2,717
TOTAL INCOME		457,696	6,728,358	129,029	7,315,083	6,863,037
EXPENDITURE ON:						
Raising funds		9,424	-	-	9,424	-
Charitable activities	6	-	7,216,965	264,612	7,481,577	7,129,367
TOTAL EXPENDITURE	9	9,424	7,216,965	264,612	7,491,001	7,129,367
NET INCOME / (EXPENDITURE) BEFORE TRANSFERS						
Transfers between Funds	18	448,272 (387,180)	(488,607) 394,607	(135,583) (7,427)	(175,918) -	(266,330) -
NET INCOME / (EXPENDITURE) BEFORE OTHER GAINS AND LOSSES						
Actuarial gains/(losses) on defined benefit pension schemes	22	61,092	(94,000)	(143,010)	(175,918)	(266,330)
NET MOVEMENT IN FUNDS		61,092	(248,000)	(143,010)	(329,918)	(239,330)
RECONCILIATION OF FUNDS:						
Total funds brought forward		112,840	(1,108,000)	9,286,085	8,290,925	8,530,255
TOTAL FUNDS CARRIED FORWARD		173,932	(1,356,000)	9,143,075	7,961,007	8,290,925

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 7490390

BALANCE SHEET
AS AT 31 AUGUST 2016

	Note	£	2016 £	£	2015 £
FIXED ASSETS					
Tangible assets	13		9,143,075		9,286,085
CURRENT ASSETS					
Debtors	14	156,382		113,850	
Investments	15	900,000		-	
Cash at bank and in hand		1,425,512		1,330,538	
		<u>2,481,894</u>		<u>1,444,388</u>	
CREDITORS: amounts falling due within one year	16	(2,026,155)		(1,034,589)	
NET CURRENT ASSETS			455,739		409,799
TOTAL ASSETS LESS CURRENT LIABILITIES			9,598,814		9,695,884
CREDITORS: amounts falling due after more than one year	17		(281,807)		(296,959)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			9,317,007		9,398,925
Defined benefit pension scheme liability	22		(1,356,000)		(1,108,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			7,961,007		8,290,925
FUNDS OF THE ACADEMY					
Restricted funds:					
Restricted funds excluding pension liability		9,143,075		9,286,085	
Pension reserve		<u>(1,356,000)</u>		<u>(1,108,000)</u>	
Total restricted funds			7,787,075		8,178,085
Unrestricted funds	18		<u>173,932</u>		<u>112,840</u>
TOTAL FUNDS			7,961,007		8,290,925

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

BALANCE SHEET (continued)
AS AT 31 AUGUST 2016

The financial statements were approved by the Trustees, and authorised for issue, on
29/11/16 and are signed on their behalf, by:

A. J. Franks

.....
Mr A Franks
Chair of Governors

The notes on pages 30 to 53 form part of these financial statements.

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2016

	Note	2016 £	2015 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	20	<u>(30,737)</u>	<u>182,561</u>
Cash flows from investing activities:			
Interest received		9,594	2,717
Purchase of tangible fixed assets		(121,603)	(88,871)
Capital grants from DfE/EFA		1,167,720	48,390
Purchase of investments		<u>(900,000)</u>	<u>-</u>
Net cash provided by/(used in) investing activities		<u>155,711</u>	<u>(37,764)</u>
Cash flows from financing activities:			
Repayments of obligations under finance lease		(14,431)	(13,743)
Interest paid		<u>(15,569)</u>	<u>(16,257)</u>
Net cash used in financing activities		<u>(30,000)</u>	<u>(30,000)</u>
Change in cash and cash equivalents in the year		94,974	114,797
Cash and cash equivalents brought forward		<u>1,330,538</u>	<u>1,215,741</u>
Cash and cash equivalents carried forward	21	<u><u>1,425,512</u></u>	<u><u>1,330,538</u></u>

ST JOSEPH'S COLLEGE EDMUND RICE ACADEMY TRUST
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2016**

1. ACCOUNTING POLICIES

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

1.1 Basis of preparation of financial statements

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

St Joseph's College Edmund Rice Academy Trust constitutes a public benefit entity as defined by FRS 102.

First time adoption of FRS 102

These financial statements are the first financial statements of St Joseph's College Edmund Rice Academy Trust prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102) and the SORP 2015. The financial statements of St Joseph's College Edmund Rice Academy Trust for the year ended 31 August 2015 were prepared in accordance with previous Generally Accepted Accounting Practice ('UK GAAP') and SORP 2005.

Some of the FRS 102 recognition, measurement, presentation and disclosure requirements and accounting policy choices differ from previous UK GAAP. Consequently, the Trustees have amended certain accounting policies to comply with FRS 102 and SORP 2015. The Trustees have also taken advantage of certain exemptions from the requirements of FRS 102 permitted by FRS 102 Chapter 35 'Transition to this FRS'.

Reconciliations to previous UK GAAP for the comparative figures are included in note 28.

1.2 Company status

The academy is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the academy being wound up, the liability in respect of the guarantee is limited to £10 per member of the academy.

1.3 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 with restrictions imposed by the funder/donor and include grants from the Department for Education/Education Funding Agency.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2016

1. ACCOUNTING POLICIES (continued)

1.4 Income

All income is recognised once the academy has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities incorporating income and expenditure account 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 Statement of financial activities incorporating income and expenditure account in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

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

Sponsorship income provided to the academy which amounts to a donation is recognised in the Statement of financial activities incorporating income and expenditure account in the period in which it is receivable, where there is certainty of receipt and it is measurable.

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

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.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Costs of generating funds are costs incurred by the academy trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Charitable activities are costs incurred on the academy trust's educational operations, including support costs and costs relating to the governance of the academy trust apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

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NOTES TO THE FINANCIAL STATEMENTS
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1. ACCOUNTING POLICIES (continued)

1.6 Going concern

The Trustees 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 academy to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.7 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. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of financial activities incorporating income and expenditure account and carried forward in the Balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of financial activities incorporating income and expenditure account. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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 incorporating income and expenditure account.

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

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. 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:

Freehold property	-	over 50 years
L/Term Leasehold land	-	over 125 years
L/Term Leasehold buildings	-	over 50 years
Motor vehicles	-	over 5 years
Fixtures and fittings	-	over 4- 5 years
ICT equipment	-	over 4 years

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NOTES TO THE FINANCIAL STATEMENTS
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1. ACCOUNTING POLICIES (continued)

1.8 Leasing and hire purchase

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the academy. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Statement of financial activities incorporating income and expenditure account so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

1.9 Operating leases

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

1.10 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the academy; this is normally upon notification of the interest paid or payable by the Bank.

1.11 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.

1.12 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered.

1.13 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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1. ACCOUNTING POLICIES (continued)

1.14 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the academy anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.15 Financial instruments

The academy only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.16 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 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 quadrennial valuations using a prospective unit credit method. As stated in note 22, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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1. ACCOUNTING POLICIES (continued)

The LGPS is a funded scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of financial activities incorporating income and expenditure account and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses

1.17 Agency arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from EFA. Payments received from EFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 25.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2016

1. ACCOUNTING POLICIES (continued)

1.18 Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The academy trust makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2013 has been used by the actuary in valuing the pensions liability at 31 August 2016. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The management have also estimated the basis for determining the allocation of expenditure between direct and support costs.

Critical areas of judgement:

The Trustees have considered the treatment of land and buildings occupied by the academy. On conversion to academy status the Trust entered into an agreement to occupy the premises at London Road, Stoke on Trent for a period of 125 years. This lease required the payment of £600,000 over the first 20 years of the agreement and after consideration the Trustees determined that the lease should be treated as a finance lease. Therefore the property at London Road has been recognised as a leasehold interest in the academy's balance sheet.

The Trustees recognised the related finance lease on conversion as the net present value of the minimum lease payments of £600,000 using a discount rate of 5%.

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**NOTES TO THE FINANCIAL STATEMENTS
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2. INCOME FROM DONATIONS AND CAPITAL GRANTS

	Unrestricted funds 2016 £	Restricted funds 2016 £	Restricted fixed asset funds 2016 £	Total funds 2016 £	<i>Total funds 2015 £</i>
Other donations	56,216	-	-	56,216	84,580
Capital Grants	-	-	129,029	129,029	48,390
	<u>56,216</u>	<u>-</u>	<u>129,029</u>	<u>185,245</u>	<u>132,970</u>

In 2015, of the total income from donations and capital grants, £83,305 was to unrestricted funds and £49,665 was to restricted funds.

3. OTHER TRADING ACTIVITIES

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	<i>Total funds 2015 £</i>
Other activities for generating funds	14,790	14,880	29,670	21,340
	<u>14,790</u>	<u>14,880</u>	<u>29,670</u>	<u>21,340</u>

In 2015, of the total income from other trading activities, £9,539 was to unrestricted funds and £11,801 was to restricted funds.

4. INVESTMENT INCOME

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	<i>Total funds 2015 £</i>
Investment income	9,594	-	9,594	2,717
	<u>9,594</u>	<u>-</u>	<u>9,594</u>	<u>2,717</u>

In 2015, of the total investment income, £2,717 was to unrestricted funds and £ NIL was to restricted funds.

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5. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
DfE/EFA grants				
General Annual Grant (GAG)	-	5,070,307	5,070,307	5,205,609
Other DfE/EFA Grants	-	862,760	862,760	475,337
	-	<u>5,933,067</u>	<u>5,933,067</u>	<u>5,680,946</u>
Other government grants				
Local authority grants	-	225,576	225,576	22,425
	-	<u>225,576</u>	<u>225,576</u>	<u>22,425</u>
Other funding				
Other income from the academy trust's educational operations	377,096	554,835	931,931	1,002,639
	<u>377,096</u>	<u>554,835</u>	<u>931,931</u>	<u>1,002,639</u>
	<u>377,096</u>	<u>6,713,478</u>	<u>7,090,574</u>	<u>6,706,010</u>

In 2015, of the total income from charitable activities, £356,724 was to unrestricted funds and £6,349,286 was to restricted funds.

6. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Academy's educational operations	-	7,481,577	7,481,577	7,129,367
	-	<u>7,481,577</u>	<u>7,481,577</u>	<u>7,129,367</u>

In 2015, of the total expenditure, £ NIL was expenditure from unrestricted funds and £7,129,367 was expenditure from restricted funds.

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**NOTES TO THE FINANCIAL STATEMENTS
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7. DIRECT COSTS

	Academy's educational operations £	Total 2016 £	Total 2015 £
Educational supplies	477,838	477,838	302,485
Examination fees	144,021	144,021	136,131
Staff development	11,262	11,262	14,214
Other direct costs	39,718	39,718	8,930
Wages and salaries	3,431,179	3,431,179	3,366,845
National insurance	308,963	308,963	269,404
Pension cost	571,321	571,321	488,844
Depreciation	264,168	264,168	258,917
	<u>5,248,470</u>	<u>5,248,470</u>	<u>4,845,770</u>

In 2015, the academy incurred the following Direct costs:
£4,845,770 in respect of Academy's educational operations

8. SUPPORT COSTS

	Academy's educational operations £	Total 2016 £	Total 2015 £
Pension scheme interest cost	43,000	43,000	39,000
Recruitment and support	31,066	31,066	21,994
Maintenance of premises and equipment	79,123	79,123	64,228
Equipment rental	14,764	14,764	16,668
Technology costs	86,402	86,402	100,859
Cleaning	151,922	151,922	151,006
Rent and rates	127,057	127,057	107,837
Insurance	71,044	71,044	65,476
Transport and security	47,515	47,515	46,849
Catering	215,114	215,114	209,473
Finance lease interest payable	15,569	15,569	16,257
School Trips	348,079	348,079	408,863
Other support costs	325,179	325,179	318,193
Governance costs	9,576	9,576	9,654
Wages and salaries	500,854	500,854	525,200
National insurance	30,637	30,637	28,602
Pension cost	136,206	136,206	153,438
	<u>2,233,107</u>	<u>2,233,107</u>	<u>2,283,597</u>

In 2015, the academy incurred the following Support costs:
£2,283,597 in respect of Academy's educational operations

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**NOTES TO THE FINANCIAL STATEMENTS
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9. EXPENDITURE

	Staff costs 2016 £	Premises 2016 £	Other costs 2016 £	Total 2016 £	Total 2015 £
Expenditure on fundraising trading	-	-	9,424	9,424	-
Academy's educational operations:					
Direct costs	4,311,463	264,168	672,839	5,248,470	4,845,770
Support costs	667,697	206,180	1,359,230	2,233,107	2,283,597
	<u>4,979,160</u>	<u>470,348</u>	<u>2,041,493</u>	<u>7,491,001</u>	<u>7,129,367</u>

In 2016, of the total expenditure, £9,424 (2015 - £NIL) was to unrestricted funds and £7,481,577 (2015 - £7,129,367) was to restricted funds.

10. NET INCOMING RESOURCES/(RESOURCES EXPENDED)

This is stated after charging:

	2016 £	2015 £
Depreciation of tangible fixed assets:		
- owned by the charity	141,497	136,246
- held under long term lease	122,671	122,671
Auditors' remuneration - audit	6,850	6,850
Auditors' remuneration - other services	2,500	-
Operating lease rentals	92,725	88,599
Gifts made by the trust	4,343	-
	<u>410,586</u>	<u>354,366</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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11. STAFF COSTS

Staff costs were as follows:

	2016 £	2015 £
Wages and salaries	3,932,033	3,892,045
Social security costs	339,600	298,006
Operating costs of defined benefit pension schemes	707,527	642,282
	<u>4,979,160</u>	<u>4,832,333</u>

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

	2016 No.	2015 No.
Teachers	76	76
Administration and support	68	68
Management	10	10
	<u>154</u>	<u>154</u>

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

	2016 No.	2015 No.
In the band £60,001 - £70,000	3	2
In the band £110,001 - £120,000	0	1
In the band £130,001 - £140,000	1	0

Four of the above employees participated in the Teachers' Pension Scheme. During the year ended 31 August 2016 employer's pension contributions for these staff amounted to £52,685 (2015: £35,625).

The Key management personnel of the academy trust comprise the trustees and the senior management team as listed on pages 1 and 2. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £824,507 (2015: 794,877).

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GOVERNORS' REMUNERATION AND EXPENSES

Principal and staff governors only receive remuneration in respect of services they provide undertaking the roles of principal and staff and not in respect of their services as governors. Other governors did not receive any payments, from the academy trust in respect of their roles as governors. The value of governors remuneration was as follows:

	2016 £	2015 £
Remuneration		
Mrs R Maguire, Principal	130,000 - 135,000	115,000 - 120,000
Dr M Robinson, Staff Governor	45,000 - 50,000	45,000 - 50,000
Mrs C Machin, Staff Governor	25,000 - 30,000	20,000 - 25,000
Mrs L Cooke, Staff Governor	30,000 - 35,000	40,000 - 45,000
Employers Pension Contributions		
Mrs R Maguire, Principal	20,000 - 25,000	15,000 - 20,000
Dr M Robinson, Staff Governor	5,000 - 10,000	5,000 - 10,000
Mrs C Machin, Staff Governor	5,000 - 10,000	0 - 5,000
Mrs L Cooke, Staff Governor	5,000 - 10,000	5,000 - 10,000

During the period ended 31 August 2016, no Trustees received any reimbursement of expenses (2015: £nil)

12. 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 £1,000,000 on any one claim and the cost for the year ended 31 August 2016 was £1,109 (2015 - £1,109). The cost of this insurance is included in the total insurance cost.

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13. TANGIBLE FIXED ASSETS

	Freehold property £	L/Term Leasehold Property £	Motor vehicles £	Fixtures and fittings £
Cost				
At 1 September 2015	3,085,793	6,695,229	30,616	218,813
Additions	-	-	-	6,626
Disposals	-	-	(6,501)	(2,652)
At 31 August 2016	<u>3,085,793</u>	<u>6,695,229</u>	<u>24,115</u>	<u>222,787</u>
Depreciation				
At 1 September 2015	122,664	562,242	29,983	118,396
Charge for the year	61,716	122,671	633	42,289
On disposals	-	-	(6,501)	(2,467)
At 31 August 2016	<u>184,380</u>	<u>684,913</u>	<u>24,115</u>	<u>158,218</u>
Net book value				
At 31 August 2016	<u>2,901,413</u>	<u>6,010,316</u>	<u>-</u>	<u>64,569</u>
<i>At 31 August 2015</i>	<u>2,963,129</u>	<u>6,132,987</u>	<u>633</u>	<u>100,417</u>
		ICT equipment £	Assets under construction £	Total £
Cost				
At 1 September 2015		186,746	-	10,217,197
Additions		10,395	104,582	121,603
Disposals		(3,516)	-	(12,669)
At 31 August 2016		<u>193,625</u>	<u>104,582</u>	<u>10,326,131</u>
Depreciation				
At 1 September 2015		97,827	-	931,112
Charge for the year		36,859	-	264,168
On disposals		(3,256)	-	(12,224)
At 31 August 2016		<u>131,430</u>	<u>-</u>	<u>1,183,056</u>
Net book value				
At 31 August 2016		<u>62,195</u>	<u>104,582</u>	<u>9,143,075</u>
<i>At 31 August 2015</i>		<u>88,919</u>	<u>-</u>	<u>9,286,085</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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13. TANGIBLE FIXED ASSETS (continued)

The net book value of assets held under finance leases or hire purchase contracts, included above, are as follows:

	2016 £	2015 £
L/T leasehold property	<u>6,010,316</u>	<u>6,132,987</u>

14. DEBTORS

	2016 £	2015 £
Trade debtors	17,202	9,429
Other debtors	75,757	58,269
Prepayments and accrued income	63,423	46,152
	<u>156,382</u>	<u>113,850</u>

15. CURRENT ASSET INVESTMENTS

	2016 £	2015 £
Fixed term deposit	<u>900,000</u>	<u>-</u>

16. CREDITORS: Amounts falling due within one year

	2016 £	2015 £
Net obligations under finance leases and hire purchase contracts	15,152	14,431
Trade creditors	127,947	135,842
Other taxation and social security	1,076	2,091
Other creditors	25,105	21,298
Accruals and deferred income	1,856,875	860,927
	<u>2,026,155</u>	<u>1,034,589</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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16. CREDITORS: Amounts falling due within one year (continued)

	2016 £	2015 £
Deferred income		
Deferred income at 1 September 2015	703,152	245,762
Resources deferred during the year	1,619,386	703,152
Amounts released from previous years	(703,152)	(245,762)
	1,619,386	703,152
Deferred income at 31 August 2016	1,619,386	703,152

Creditors includes £1,619,386 (2015: £703,152) of income which has been deferred into the following year due to the timing of the academy's entitlement to the income. There are no unfulfilled conditions attached to this income at the balance sheet date. This includes the following balances in respect of restricted funds:

	2016 £	2015 £
Sponsorship funding	-	69,500
SCITT	50,583	49,765
Pupil Premium	-	26,291
Capital devolved funding	24,953	24,447
DfE Capital Purchase - Stone house	443,333	513,333
MEP Maths Hub	359,954	-
CfF Funding	653,784	-
NLE Bursary	6,000	-
Teaching school grant	40,000	-
Self funding trips	37,684	-
DT Consumables	3,095	-
	1,619,386	683,336
Total	1,619,386	683,336

**17. CREDITORS:
Amounts falling due after more than one year**

	2016 £	2015 £
Net obligations under finance leases and hire purchase contracts	281,807	296,959
	281,807	296,959

Creditors include amounts not wholly repayable within 5 years as follows:

	2016 £	2015 £
Repayable by instalments	213,234	231,652
	213,234	231,652

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17. CREDITORS:
Amounts falling due after more than one year (continued)

Obligations under finance leases and hire purchase contracts, included above, are payable as follows:

	2016 £	2015 £
Between one and five years	68,573	65,307
After five years	213,234	231,652
	281,807	296,959

18. STATEMENT OF FUNDS

	Brought Forward £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
Unrestricted funds						
General Funds	112,840	457,696	(9,424)	(387,180)	-	173,932
	112,840	457,696	(9,424)	(387,180)	-	173,932
Restricted funds						
General Annual Grant (GAG)	-	5,070,307	(5,464,914)	394,607	-	-
Other DfE/EFA Grants	-	862,760	(862,760)	-	-	-
Local Authority Grants	-	225,576	(225,576)	-	-	-
Other restricted funds	-	569,715	(569,715)	-	-	-
Pension reserve	(1,108,000)	-	(94,000)	-	(154,000)	(1,356,000)
	(1,108,000)	6,728,358	(7,216,965)	394,607	(154,000)	(1,356,000)

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18. STATEMENT OF FUNDS (continued)

Restricted fixed asset funds

Methodist Hall	383,441	-	(8,158)	-	-	375,283
General fixed asset fund	189,970	24,447	(80,226)	(7,427)	-	126,764
Sports Hall	2,579,688	-	(53,557)	-	-	2,526,131
London Road site	6,132,986	-	(122,671)	-	-	6,010,315
Sixth form	-	104,582	-	-	-	104,582
	<u>9,286,085</u>	<u>129,029</u>	<u>(264,612)</u>	<u>(7,427)</u>	<u>-</u>	<u>9,143,075</u>
Total restricted funds	<u>8,178,085</u>	<u>6,857,387</u>	<u>(7,481,577)</u>	<u>387,180</u>	<u>(154,000)</u>	<u>7,787,075</u>
Total of funds	<u>8,290,925</u>	<u>7,315,083</u>	<u>(7,491,001)</u>	<u>-</u>	<u>(154,000)</u>	<u>7,961,007</u>

In 2015, The following transfers were made between funds:

	Transfers in/(out)
Unrestricted funds	(433,016)
Restricted funds	457,463
Restricted fixed asset funds	(24,447)

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

The General Annual Grant (GAG) fund is for the charitable purposes of the Academy and applied under the EFA guidance.

Other DfE/EFA grants are grants from the DfE and EFA which are not the GAG but are used for the charitable purposes of the Academy.

Local Authority grants are grants from the Local Authority which are used for the charitable purposes of the Academy.

The pension reserve relates to the Local Government Pension Scheme (LGPS).

Restricted fixed asset fund relates to assets purchased less depreciation.

Transfers between the unrestricted general fund and the restricted fund mostly relates to catering expenditure.

Transfers between the restricted general fund and the restricted fixed asset fund are due to devolved formulae capital items purchased being expensed.

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 2016.

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19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2016 £	Restricted funds 2016 £	Restricted fixed asset funds 2016 £	Total funds 2016 £	Total funds 2015 £
Tangible fixed assets	-	-	9,143,075	9,143,075	9,286,085
Current assets	173,932	2,307,962	-	2,481,894	1,444,388
Creditors due within one year	-	(2,026,155)	-	(2,026,155)	(1,034,589)
Creditors due in more than one year	-	(281,807)	-	(281,807)	(296,959)
Provisions for liabilities and charges	-	(1,356,000)	-	(1,356,000)	(1,108,000)
	<u>173,932</u>	<u>(1,356,000)</u>	<u>9,143,075</u>	<u>7,961,007</u>	<u>8,290,925</u>

20. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2016 £	2015 £
Net expenditure for the year (as per Statement of financial activities)	(175,918)	(266,330)
Adjustment for:		
Depreciation charges	264,168	258,917
Interest payable	15,569	16,257
Interest receivable	(9,594)	(2,717)
Loss on the sale of fixed assets	445	-
Increase in debtors	(42,532)	(24,459)
(Decrease)/increase in creditors	(47,846)	142,283
Capital grants from DfE and other capital income	(129,029)	(48,390)
Defined benefit pension scheme cost less contributions payable	51,000	68,000
Defined benefit pension scheme finance cost	43,000	39,000
Net cash (used in)/provided by operating activities	<u>(30,737)</u>	<u>182,561</u>

21. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2016 £	2015 £
Cash in hand	1,425,512	1,330,538
Total	<u>1,425,512</u>	<u>1,330,538</u>

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22. 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 Staffordshire County Council. Both are Multi-employer defined benefit pension schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2013.

Contributions amounting to £2,014 were payable to the schemes at 31 August 2016 (2015 - £nil) and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the period amounted to £491,885 (2015 - £408,019).

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22. PENSION COMMITMENTS (continued)

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2016 was £214,000 (2015 - £207,000), of which employer's contributions totalled £166,000 (2015 - £158,000) and employees' contributions totalled £48,000 (2015 - £49,000). The agreed contribution rates for future years are 22% for employers and 5.5% to 12.5% for employees.

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

Principal actuarial assumptions:

	2016	2015
Discount rate for scheme liabilities	2.10 %	3.80 %
Rate of increase in salaries	2.50 %	4.60 %
Rate of increase for pensions in payment / inflation	2.10 %	2.70 %

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

	2016	2015
Retiring today		
Males	22.1	22.1
Females	24.3	24.3
Retiring in 20 years		
Males	24.3	24.3
Females	26.6	26.6

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22. PENSION COMMITMENTS (continued)

The academy's share of the assets in the scheme was:

	Fair value at 31 August 2016 £	Fair value at 31 August 2015 £
Equities	1,346,000	974,000
Debt instruments	198,000	145,000
Property	144,000	118,000
Cash	108,000	79,000
Total market value of assets	<u>1,796,000</u>	<u>1,316,000</u>

The actual return on scheme assets was £230,000 (2015 - £(10,000)).

The amounts recognised in the Statement of financial activities incorporating income and expenditure account are as follows:

	2016 £	2015 £
Current service cost (net of employee contributions)	(217,000)	(226,000)
Net interest cost	(43,000)	(39,000)
Total	<u>(260,000)</u>	<u>(265,000)</u>

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

	2016 £	2015 £
Opening defined benefit obligation	2,424,000	2,112,000
Current service cost	217,000	226,000
Interest cost	97,000	83,000
Contributions by employees	48,000	49,000
Actuarial losses/(gains)	384,000	(37,000)
Benefits paid	(18,000)	(9,000)
Closing defined benefit obligation	<u>3,152,000</u>	<u>2,424,000</u>

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22. PENSION COMMITMENTS (continued)

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

	2016 £	2015 £
Opening fair value of scheme assets	1,316,000	1,084,000
Interest income	54,000	44,000
Actuarial gains and (losses)	230,000	(10,000)
Contributions by employer	166,000	158,000
Contributions by employees	48,000	49,000
Benefits paid	(18,000)	(9,000)
	<u>1,796,000</u>	<u>1,316,000</u>
Closing fair value of scheme assets	<u>1,796,000</u>	<u>1,316,000</u>

23. OPERATING LEASE COMMITMENTS

At 31 August 2016 the total of the Academy trust's future minimum lease payments under non-cancellable operating leases was:

	2016 £	2015 £
Amounts payable:		
Within 1 year	91,435	88,559
Between 1 and 5 years	317,165	280,789
After more than 5 years	70,000	140,000
	<u>478,600</u>	<u>509,348</u>
Total	<u>478,600</u>	<u>509,348</u>

24. 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 organisations, transactions may take place with organisations in which the trust has an interest. All transactions involving such organisations are conducted in accordance with the academy's financial regulations and normal procurement procedures.

During the year the academy paid £30,000 (2015 - £30,000) to the Congregation of Christian Brothers, a member of the Academy, under a lease agreement.

During the year the academy paid employee benefits (including employer pension contributions) to close family members of key management personnel and trustees for their services to the academy of £118,965 (2015 - £115,406).

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25. AGENCY ARRANGEMENTS

	2016	2015
	£	£
16 to 19 Bursary	<u>25,400</u>	<u>20,143</u>

The academy trust distributes 16-19 bursary funds to students as an agent for EFA. In the accounting period ended 31 August 2016 the trust received £23,473 (2015: £23,000) and disbursed £18,216 (2015: £12,463) from the fund. An amount of £25,400 (2015: £20,143) is included in other creditors relating to undistributed funds that is repayable to EFA.

26. MEMBERS LIABILITY

The liabilities of the Members of the Academy are limited. Every Member undertakes to contribute such amounts as may be required (not exceeding £10) to the Academy's assets if it should be wound up while he or she is a member.

27. FINANCIAL INSTRUMENTS

	2016	2015
	£	£
Financial assets measured at amortised cost	<u>17,202</u>	<u>9,429</u>
Financial liabilities measured at amortised cost	<u>424,906</u>	<u>447,232</u>

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28. FIRST TIME ADOPTION OF FRS 102

It is the first year that the Academy Trust has presented its financial statements under SORP 2015 and FRS 102. The following disclosures are required in the year of transition. The last financial statements prepared under previous UK GAAP were for the year ended 31 August 2015 and the date of transition to FRS 102 and SORP 2015 was therefore 1 September 2014. As a consequence of adopting FRS 102 and SORP 2015, a number of accounting policies have changed to comply with those standards.

Comparative figures have been restated to reflect the adjustments made, except to the extent that the Trustees have taken advantage of exemptions to retrospective application of FRS 102 permitted by FRS 102 Chapter 35 'Transition to this FRS'.

Reconciliations and descriptions of the effect of the transition to FRS 102 and SORP 2015 on total funds and net income/(expenditure) for the comparative period reported under previous UK GAAP and SORP 2005 are given below.

In accordance with the Academies Accounts Direction 2015 to 2016 (based on SORP 2015) income for the year ended 31 August 2015 has been reclassified into appropriate categories and governance costs have been reclassified as expenditure on academy trust educational operations. The reclassification of income and expenditure has had no effect on total income, total expenditure, net expenditure for the year or total funds as previously reported.

RECONCILIATION OF TOTAL FUNDS	Notes	<i>1 September 2014</i>	<i>31 August 2015</i>
		<i>£</i>	<i>£</i>
Total funds under previous UK GAAP		8,530,255	8,290,925
Total funds reported under FRS 102		<u>8,530,255</u>	<u>8,290,925</u>
Reconciliation of net expenditure	Notes		<i>31 August 2015</i>
			<i>£</i>
Net expenditure previously reported under UK GAAP			(243,330)
Change in recognition of LGPS Interest cost	A		(23,000)
Net expenditure reported under FRS 102			<u>(266,330)</u>

Explanation of changes to previously reported funds and net income/expenditure:

A Under Previous UK GAAP the trust recognised an expected return on defined benefit plan assets in expense. Under FRS 102 a net interest expense, based on the net defined liability, is recognised in expense. There has been no change in the defined benefit liability at either 1 September 2014 or 31 August 2015. The effect of the change has been to reduce the credit to expense by £23,000 and increase the credit in other recognised gains and losses in the SoFA by an equivalent amount.