
WADDESDON CHURCH OF ENGLAND SCHOOL
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

WADDESDON CHURCH OF ENGLAND SCHOOL
(A company limited by guarantee)

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISORS
FOR THE YEAR ENDED 31 AUGUST 2017**

Members

The Archdeacon of Buckingham
Oxford Diocesan Board of Education
The Bishop of Oxford

Trustees / Governors

C Anderson
M Bale (1)
J Ball (1)
A Beckerleg (2) (term of office finished 31/08/2017)
G Brandon (2) (resigned 28/02/17)
D Brazier (1)
A Coulter, Staff Governor (appointed 28/03/2017)
S Davis, Staff Governor
A Dee-Crowne (appointed 13/9/16)
D Fulton, Staff Governor
J Goodgame, Staff Governor (term of office finished 27/03/2017)
D Hayes (resigned 28/02/17)
A Howard (appointed 11/05/17)
J Judson (co-opted 21/06/2017)
K Leonard (1)
P McSweeney, Chair of Governors
Revd D Meakin
P Norman (1), Head Teacher (retired 31st August 2017)
G Parker (appointed 22/03/17)
J Plotkin
S Snelson
R Stevens (1)
C Taylor (appointed 22/03/2017)
C Wright (resigned 28/02/2017)

(1) Member of the Finance and Property Committee
(2) Audit Committee

Company registered number

07743646

Company name

Waddesdon Church of England School

Principal and registered office

School Lane, Waddesdon, Aylesbury, Buckinghamshire, HP18 0LQ

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Advisers (continued)

Company secretary

V Homewood

Senior management team

P Norman, Head Teacher
M Abbott, Deputy Head Teacher (Headteacher 01/09/2017)
A McIver, Assistant Head Teacher
J Sturla, Assistant Head Teacher
S Jones, Assistant Head Teacher
V Homewood, Director of Finance and Administration

Independent auditor

Hillier Hopkins LLP, Radius House, 51 Clarendon Road, Watford, Herts, WD17 1HP

Bankers

Barclays Bank plc, 34 Market Square, Aylesbury, Buckinghamshire, HP20 1TT

Solicitors

Winckworth Sherwood, 16 Beaumont Street, Oxford, OX1 2LZ

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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2017

The Governors present their annual report together with the financial statements and auditors' report of the charitable company for the period 1st September 2016 to 31 August 2017. The annual report serves the purposes of both a governors' and a directors' report under Company Law.

Waddesdon Church of England School converted from a maintained voluntary aided school to an Academy in September 2011. It has retained its status as a school with a religious foundation. The school is highly regarded within the community and particularly known for the strength of its excellent relationships. These can be seen amongst students, staff, parents and the wider community and are reflected in the courtesy extended to visitors, the business-like atmosphere in the classroom and the general environment of the school.

The school has a net capacity of 960 and has currently 972 students on roll. Applications for Year seven students for entry to the school September 2017 were 554, exceeding the agreed admission number of 140.

The financial statements have been prepared in accordance with the accounting policies disclosed in note 1 of the attached financial statements, and comply with the charitable company's memorandum and articles of association, the Companies Act 2006, and the requirements of the Statement of Recommended Practice of Accounting and Reporting for charities as issued in the Charities SORP.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The governors of Waddesdon Church of England School are also the directors of the charitable company for the purposes of company law. The charitable company is known as Waddesdon Church of England School.

Details of the Governors/Trustees who served during the year are included in the Reference and Administrative Details page.

Members' liability

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

Governors' / Trustees' Indemnities

The Articles of Association state that every Governor shall be indemnified out of the assets of the Academy Trust against any liability by them in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which he is acquitted or in connection with any application in which relief is granted to him by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Academy Trust.

Method of Recruitment and Appointment or Election of Governors

Governors are appointed for four year terms.

The Articles of the Academy Trust require the make-up of the governors to be as follows:

not less than **12** Governors appointed by the Members;
the Headteacher to be an ex officio governor;
up to **3** staff governors appointed via staff election;

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GOVERNORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2017

up to **4** parent governors elected by parents of registered pupils of the Academy.

In addition the Governing Body, with the consent of the Diocesan Board of Education, can appoint **up to 2** co-opted governors.

The structure and membership of the governing body that was in place during the period 1/9/16- 31/8/17 was as follows:

| Governor type | Structure | In post |
|--|------------------|----------------|
| Diocesan Appointed (of which one each will appointed by the Quainton PCC and Waddesdon PCC respectively, one will be ex officio and three may be parents) | 12 | 10 |
| Parent Governors | 4 | 4 |
| Staff Governors | 3 | 3 |
| Headteacher | 1 | 1 |
| Co-opted | Up to 2 | 1 |
| TOTAL | Up to 22 | 19 |

The term of office for any governor shall be 4 years, excepting:

- The Headteacher;
- The Diocesan appointed ex officio post holder;
- Staff governors if they cease to be employed by the Academy.

In general, governors are replaced as and when they reach the end of the term of their office. Subject to remaining eligible to be a particular type of governor, any governor may be re-appointed or re-elected.

Policies and Procedures Adopted for the Induction and Training of Governors

The training and induction provided for new Governors will depend on their existing experience. Arrangements are made for them to meet with the Head, Chair of Governors and Clerk and they will be provided with all relevant documents/policies/ minutes etc. They will have a tour of the school and will be assigned a mentor governor to support them in their new role.

New governors are asked to complete a skills and training audit, and they are given the opportunity to join committees which reflect their expertise and interest. This year after conducting a skills gap analysis the school was fortunate to recruit to the board new governors with a wealth of educational and business experience. A training session is delivered by the Chairman and Vice Chairman giving an overview of the role and responsibilities of the governing body, the code of conduct for governors, the terms of reference for the committees and how to deal with queries and complaints. All governors are encouraged to participate in training courses. Most recently the school has committed to a range of training opportunities through the Diocesan Board of Education which cover all aspects of governance. Tailor made whole governing body training courses are also provided by key members of the leadership team of the school. There is one day specifically set aside for this each academic year. For the period of this report this was carried out on 5th September 2016. All governors are registered with the NGA and receive 'Governing Matters' magazine which offers information and guidance regarding their role.

Organisational Structure

The organisational structure is composed of three levels: **Governor, Leadership and Management Team (LMT) and Middle Management**. The aim of the structure is to share responsibility and accountability and to encourage involvement in decision-making at all levels as appropriate.

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GOVERNORS' REPORT (continued)
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The Governors ensure that the founding principles are maintained with the appointment of new members of the LMT, in particular the Headteacher and Deputy Headteacher. During 2016-17, the Governors appointed a new Headteacher and Deputy Headteacher following the retirement of Peter Norman who retired after 10 years of service. Both Matthew Abbott and Sam Jones (new Headteacher and Deputy respectively) were appointed internally following a rigorous national recruitment process and took up post in September 2017.

The **Governors** are responsible for setting general policy, adopting an annual plan and budget, monitoring the Academy by the use of budgets, reports from the school and external sources and making major decisions about the direction of the Academy, capital expenditure and senior staff appointments. The Governors are also responsible for approving the Finance Manual under which the school's finances operate.

The **Headteacher** has overall executive responsibility for the Academy's activities including financial activities. Much of the responsibility for financial activities has been delegated to the Director of Finance & Administration who is also the Company Secretary.

The **Headteacher** is responsible for the appointment of all staff with the exception of the Deputy/Assistant Head appointments which are shared with the Governing Body. However a Governor will usually be on the selection panel for all appointments, irrespective of role.

The **Leadership Team** has a strategic and operational role in the running of the school. The LMT ensures that the policies agreed by Governors are adhered to and regularly reported back to the Governing Body. The LMT meets daily and is collectively responsible for the day-to-day operation of the Academy and in particular the organisation of the teaching and non-teaching staff, the facilities and the students.

Connected organisations and Related Party Relationships

No third party instructs Waddesdon Church of England School in how it delivers its objectives, or manages its operations. The school does however enjoy close links with the Oxford Diocese Board of Education.

Arrangements for setting pay and remuneration of key management personnel

The Governing Body has designated the following committees which have fully delegated powers to make decisions on pay, and (except in relation to the Headteacher's pay) will be advised by the Headteacher as appropriate.

- Personnel Committee - all pay decisions except the Headteacher;
- Finance and Property Committee - for pay decisions for the Headteacher.
- Pay - Appeals Committee.

Leadership Group

The Governing Body, taking advice and recommendations from the Headteacher, will be responsible for determining the starting salary, and for making pay progression decisions, for posts on the Leadership Pay Range.

- **Deputy and Assistant Headteachers** will be paid within a five point range on the Leadership Pay Range.
- **Director of Finance** will be paid on a five point range on the Leadership Pay Range.
- **Headteachers** will be paid within a seven point Individual Salary Range (ISR) set by the Finance and Property Committee.

When determining the ISR the Finance and Property Committee will take account of the context and full responsibilities of the role with reference to the professional duties set out in Teacher Pay and Conditions Document.

Further progression on the leadership pay scale of one or two points in any one year, will be subject to the

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Headteacher demonstrating a sustained high quality of performance having regard to the most recent performance review. Determination of progression on the leadership scale will be made in accordance with the arrangements outlined in the Pay Policy.

The Personnel Committee will determine a pay range for each deputy and assistant headteacher, consisting of five consecutive points on the leadership pay spine. When determining each pay range the Personnel Committee will take account of the context and full responsibilities of the role with reference to the professional duties set out in TPCD. Further progression within the set pay range of one or two points in any one year, will be subject to the deputy/assistant headteacher demonstrating a sustained high quality of performance having regard to the most recent performance review.

OBJECTIVES AND ACTIVITIES

Objects and aims

The principal object of the charitable company is in “establishing, managing and developing a school with a designated Church of England religious character; offering a broad and balanced curriculum conducted in accordance with the principles, practices and tenets of the Church of England generally and, in particular, through the arrangement of religious education and daily acts of worship (as required by the Funding Agreement); and in having regard to the advice of the Diocesan Board of Education.”

CORE VALUES, BELIEFS AND PRINCIPLES:

We believe that the purpose of education is to enable all people to flourish **individually** and **collectively** so that they **live a life of value**.

Our ethos is rooted and grounded in the **Christian values** of love, compassion, kindness and forgiveness which foster **dignity and respect** for all. Students tell us that they feel **safe** at Waddesdon School and robust systems are in place to ensure that **safeguarding** is exemplary. Self-confidence, self-belief and agency are nurtured through praise, encouragement, acknowledgement of success and celebration of achievement.

Our vibrant and positive culture enables our students to fulfil their potential as self-disciplined, responsible and productive citizens who are proud to claim that they are a part of the Waddesdon tradition, the **‘Waddesdon Way’**.

Standards and **expectations are high** and learning is developed through a broad range of engaging and rich educational opportunities. The school staff are ambitious and motivated people who enable our students to work hard and achieve highly; high results have been maintained over the past ten years. Where there are dips or fluctuations in results, these are always **rigorously addressed** and do not become trends.

We acknowledge and embrace the challenge of being a non-selective school in a selective local authority.

Three characteristic strengths:

1. An environment which cherishes the individual and importance of community and which is reflected in the **relationships** between adults and students and amongst the students themselves. Behaviour is almost always exemplary.
2. Broad education: **academic, social, spiritual**
3. A **‘can do’ and ‘will do’ attitude** in a school where some students may feel that they have failed by not going to a grammar school; a sense of confidence and optimism translated into strong results over a number of years

Improvements since last Ofsted report (2006)

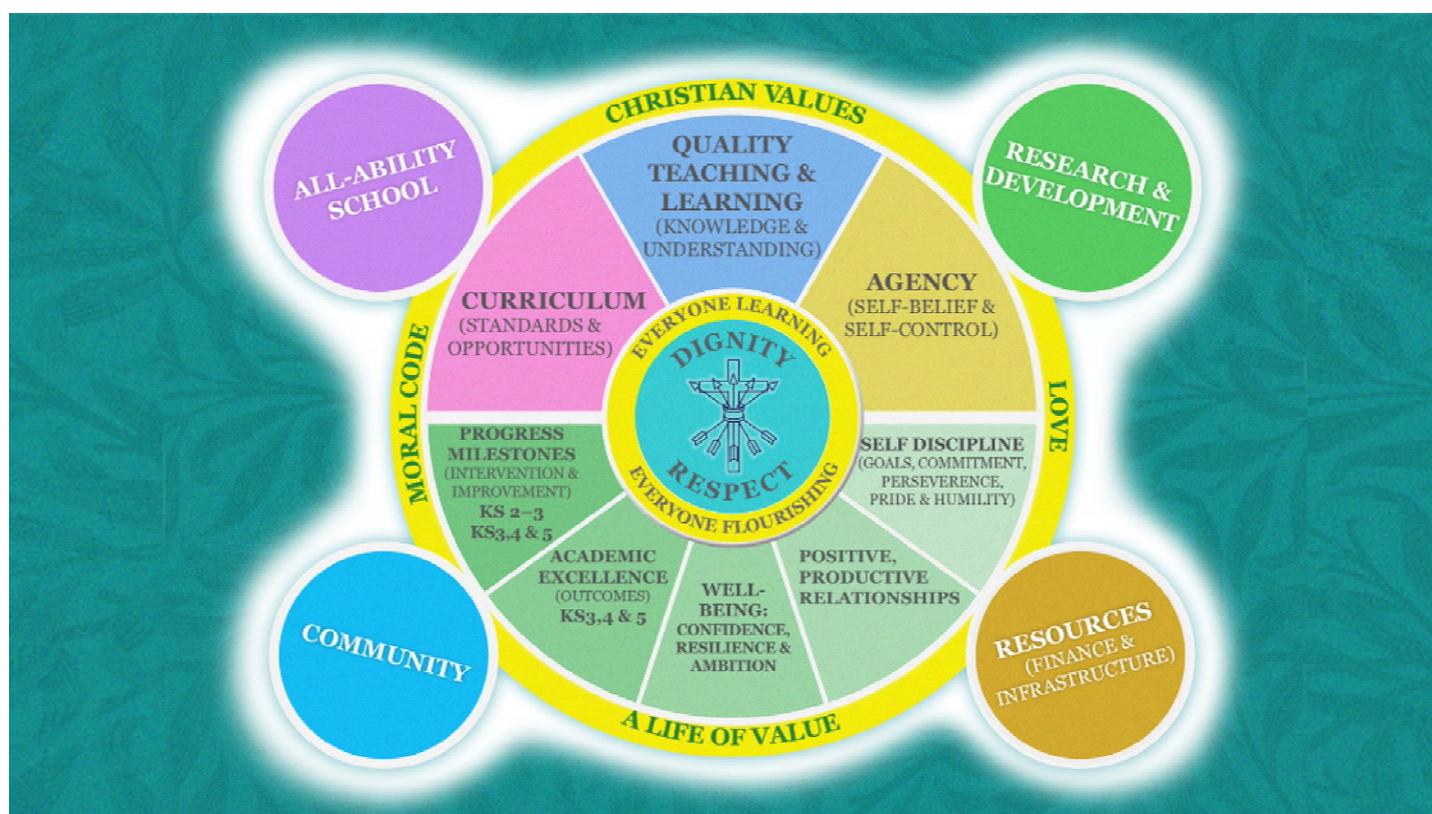
1. **Sixth Form:** consistently high outcomes (by attainment and progress) – ALPS 2

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2. Levels of **independent learning**: revision programmes (Elevate and Year 11 programme); independent learning projects; post-16 and post-18 destinations strong
3. Sustained **high outcomes** at KS4 – Sig+ for progress from 2007-2017 (All subgroups at least in line with, or above national averages)
- 4 Development of **education** in a **wider** sense (community, service, international outlook, mental health and spiritual well-being)

Values & Vision combined (2017 - 2020) – enabling people to **live a life of value** in the present and in the future.



The school greatly values its place within the Diocese and also the community as a Church of England School and has actively worked to enhance its clear Christian Ethos. There is an effective working group of Governors, staff, students and parents, which meets termly to monitor and develop the spiritual life of the school. The school now has in place more symbols to demonstrate its ethos, has continued and built upon the very positive daily whole school assemblies for which the school is noted, has a part time Chaplain in place, holds an annual Praise and Thanksgiving Service, promotes a Bible verse of the year and provides opportunities for pupils to voluntarily participate in several communion services a year.

In February 2013 the school was subject to a SIAS Inspection. The main Inspection finding was: 'Waddesdon Church of England School has an outstandingly distinctive and effective Christian character based on the inclusive values of dignity and respect, which define the "Waddesdon Way"'.

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Objectives, Strategies and Activities

Leadership and Management

- To ensure a successful transition to new Leadership and Management Team
- To promote a dispersed leadership model within the school
- To ensure that all school systems continue to be aligned around key outcome priorities: Disadvantaged Students, More Able Students, Boys
- To continue to plan and implement new curriculum, assessment and accountability measures according to the national timescale
- To successfully balance the budget in a sustainable manner to ensure long-term financial stability
- To consider and where appropriate develop strategic partnerships with other schools and organisations
- To ensure staff well-being is valued and promoted
- To further develop formal self-evaluation of governance and linked strategic planning

Teaching, Learning and Assessment

- To ensure that strategies are focused on raising the achievement of Disadvantaged Students, More Able Students and Boys
- To continue to focus on developing outstanding teaching across departments and the school
- To embed the department assessment policies and Subject Leaders' accountability for them
- To continue effectively to meet the CPD needs of all staff along with the needs of the school

Personal Development, Behaviour and Welfare

- To ensure that safeguarding is exemplary by ensuring all staff remain up to date on best practice in Prevent and safeguarding students
- To maintain shared leadership of, and responsibility for, consistent, high quality behaviour for learning across all areas
- To continue to track, identify and provide effective support and challenge for students at risk of low attendance
- To enhance school wide systems for identification, analysis, tracking, investigation, mediation and tackling of bullying
- To enable all students to be able to prepare for and overcome pastoral and academic milestones and obstacles (agency, well-being)
- To celebrate student achievement through an effective and meaningful reward system

Outcomes for Students

- To continue the relentless focus on improving progress and attainment in all areas of the school and for all cohorts of students
- To improve outcomes of students designated as Disadvantaged, More Able and Boys
- To improve the uptake of the English Baccalaureate where appropriate, particularly for the More Able
- To continue to provide the best careers information, advice and guidance to support students in achieving their aspirations

16-19 Provision

- To achieve outstanding A Level outcomes across the school
- All Pupil Premium students to perform at least as well as the cohort, in terms of results, destinations and

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attendance

- Sixth Form study skills and revision resources used with students are shared with staff to support and enhance students' independent learning skills
- To provide the best curriculum for students' aspirations and talents, so they attain the best possible grades, complete their Programmes of Study and achieve their career goals
- To achieve the highest possible attendance rates, monitoring all students closely, with early intervention and assessment of impact

SMSC

- To develop further the range of different faith communities involved in the leading of daily, whole school assemblies
- To ensure that high quality SMSC learning opportunities continue to be incorporated into all aspects of school life

These targets and objectives are owned by members of the LMT and progress on these is monitored and also reported to the Governing Body each term.

STRATEGIC REPORT

Achievements and Performance

Waddesdon Church of England School was designated Outstanding at its last full OfSTED inspection.

Examination results for 2017 were outstanding, with 88% achieving the equivalent of 5A*-C in English and Maths and three other subjects. The Progress 8 score for the year group was 0.37 which puts the school within the top 20% of schools nationally for progress.

The 5 year trends at Key Stage 4 may be seen in the following table*:

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| | 2017 | 2016 | 2015 | 2014 | 2013 |
|---|------|------|--------|------|------|
| 5 A*-C (9 – 4) | 91% | 90% | 84% | 90% | 92% |
| 5 A*-C (9 – 5) | 87% | | | | |
| 5 A*-C including English and Maths (9 – 4) | 88% | 78% | 77% | 76% | 74% |
| 5 A*-C including English and Maths (9 – 5) | 62% | | | | |
| 5 A*-C including English, Maths and Science (9 – 4) | 83% | 73% | 73% | 69% | 67% |
| 5 A*-C including English, Maths and Science (9 – 5) | N/A | | | | |
| 5 A*-G (9 – 1) | 100% | 100% | 99.30% | 100% | 100% |
| A*-A (9 – 7) | 25% | 27% | 27% | 26% | 22% |
| A*- B (9 – 6)* | 54% | 59% | 56% | 57% | 53% |

*Note: English and Maths were graded on the new 1-9 scale (with a 4 the equivalent of a C-/C and a 5 the equivalent of C+/B-)

At A Level, our students' performance again attained a score of 2 'Outstanding' by the A Level Performance System. There was also an increase in the number of top performers (A*/A)

| | 2017 | 2016 | 2015 | 2014 | 2013 |
|----------------|------|------|------|------|------|
| % Pass Rate | 99.4 | 99.5 | 99.1 | 98.4 | 99 |
| %A* grades | 7.8 | 4.6 | 2.9 | 5.3 | 6 |
| %A*A grades | 24.8 | 19.7 | 11.7 | 23.7 | 20 |
| % A*AB grades | 55.8 | 54.6 | 42.7 | 53.9 | 52.2 |
| % A*ABC grades | 82.2 | 85.4 | 77.7 | 75.3 | 77.2 |

To maintain and improve standards the school operates a comprehensive self-evaluation programme, regular lesson observations, scrutiny of work and an extensive system of monitoring and evaluation. It also examines the views of students through Student Voice and receives feedback from parents through its regular parental surveys.

Key performance Indicators:

Pupils make rapid and sustained progress throughout year groups across many subjects including English and mathematics, and learn exceptionally well. The learning, quality of work and progress of groups of pupils, particularly those who are disabled, those who have special educational needs and those for whom pupil premium provides support show that they achieve exceptionally well.

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The school's clearly articulated moral and spiritual values are summed up by the 'Waddesdon Way of Dignity and Respect for all', around which the school as a whole coheres. These values are shared and communicated with pride by students and staff alike. They are reinforced in the daily whole school assemblies which also provide a spiritual context for students' outstanding academic and personal development.

Last Ofsted - Outstanding 2006

Inspection: Society for Inspection of Anglican Schools- Outstanding 2013

On-going Concerns:

A major part of the school site is over fifty years old, expensive to maintain and run effectively. The budget restrictions have meant that there are no monies available to refurbish. The school is actively pursuing possible funding opportunities, but this remains a significant challenge and concern.

The school has a relatively high proportion of students with special educational needs and the changes to funding for these students have greatly increased the pressure on the school. It is not adequately funded to meet the support that is required for them and provided. The school currently employs a school counsellor and a large team of learning support assistants, who are crucial to support these students.

Funding received does not meet the support and provision that these vulnerable students need, and is therefore provided by the school. As our data shows they make excellent progress and receive the best possible care, but the subsequent effect is that monies are consistently required from other areas of the budget to enable this level of support to continue.

FINANCIAL REVIEW

Most of the school's income is obtained from the ESFA/DfE in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA/DfE during the period ended 31st August 2017 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The School also receives grants for fixed assets from the ESFA/DfE and other donors. In accordance with the Charities Statement of Recommended Practice, Accounting and Reporting by Charities (SORP FRS102), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

At 31st August 2017 the net book value of the fixed assets was £15,028,150 and movements in tangible fixed assets are shown in note 17 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of Waddesdon Church of England School.

The land and buildings transferred to the 'Academy' at its inception were from the governing body and trustees of the predecessor school.

Reserves Policy

The governors review the reserve levels of the School annually. The review encompasses the nature of income and expenditure streams, the need to match income and commitments and the nature of the reserves.

In reviewing the levels of reserves the Governors have particular regard to the likely levels of future income to be received from the ESFA/DfE and that these are likely to continue to reduce in the next two years.

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The main block of the school is over fifty years old, the first floor does not have disabled access, despite extreme care being taken to maintain the buildings in good order, the building requires extensive modernisation. Governors aim to protect any balances to go towards major works on the site.

The school is over-subscribed with a vibrant sixth form but facilities for these students are minimal, again this is an area that reserves will be used.

Principal Risks and Uncertainties:

The principal risks to the school are the continued financial cuts and uncertainties. As outlined in this report, Waddesdon does not receive the minimum recommended per pupil funding, a significant difference to the budget received in comparison to students in bordering counties.

The school is situated in a selective County where one third of students elect for grammar schools after taking the eleven plus. Waddesdon's 'Outstanding' Ofsted rating results in there being a high demand from parents of children with special educational needs naming the school as its first choice.

Waddesdon is a popular school in which to work and staff are well supported. However, Governors are mindful of the continuing pressures on teaching staff. The ability to recruit excellent staff particularly in some subject areas is a significant concern.

The location of the HS2 line and the impact on this rural village is an uncertainty at the moment. Public meetings are being held where proposals for a relief road around the village are on the agenda. The inevitable infilling of numerous new homes within the catchment area of the school is a great concern.

Governors will be addressing the impact this would have on the admissions process of the school in particular the criteria for admitting a proportion of students under commitment to the Church of England. If Governors choose not to make changes to the criteria for admission the school would become a catchment only school. They will assess if this will cause any risk to the ethos of the school.

PLANS FOR FUTURE PERIODS

At the beginning of the academic year a Governing Body Development plan was constructed. This was principally to look at items key to ensuring the continued development of the school, whilst maintaining its core values and beliefs. The plan was supported by a SWOT analysis.

For the shorter term, it was apparent that succession planning was the main activity for the year, and considerable time and effort was put into the recruitment for the position of Headteacher, and subsequently Deputy and Assistant Head. There was also the need to recruit a new Clerk to the Governing Body.

Looking beyond the immediate need, priorities are now channeled into two specific areas, school funding and the school's position as a standalone academy. With regard to funding, there is a need to find alternative revenue streams to protect the existing budget. The position as a standalone academy is a continuation of recent work looking at the most appropriate model for the school, be it to continue as a standalone, or whether there is advantage to the longer term by establishing a MAT. The focus will be created through two groups of governors.

In so far as the Trustees are aware:

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

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Trustees' report, incorporating a strategic report, was approved by order of the Board of Governors, as the company directors, on 6th December 2017 and signed on the board's behalf by

P McSweeney, Chair of Governors

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GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

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

The Board of Governors has delegated the day-to-day responsibility to the Headteacher, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Waddesdon Church of England School and the Secretary of State for Education. They are also responsible for reporting to the Board of Governors any material weaknesses or breakdowns in internal control.

Additionally the Governing Body has appointed a Governor to take on the role of 'Responsible Officer' thus providing additional financial checks within the academy. The Governor responsible for internal audit for the academic year 2016-17 was Revd Meakin who undertook checks and reported on them regularly to the governing body.

GOVERNANCE

The information on governance included here supplements that described in the Governors' report and in the Statement of Governors' responsibilities. The Board of Governors has formally met 5 times during the year. Attendance during the year at meetings of the Board of Governors was as follows:

| Trustees / Governors | Meetings attended | Out of a possible |
|---------------------------------|-------------------|-------------------|
| C Anderson | 5 | 5 |
| M Bale (1) | 4 | 5 |
| J Ball (1) | 4 | 5 |
| A Beckerleg (2) | 5 | 5 |
| G Brandon (2) | 2 | 3 |
| D Brazier (1) | 4 | 5 |
| A Coulter, Staff Governor | 1 | 2 |
| S Davis, Staff Governor | 5 | 5 |
| A Dee-Crowne | 4 | 5 |
| D Fulton, Staff Governor | 5 | 5 |
| J Goodgame | 4 | 4 |
| D Hayes | 1 | 3 |
| A Howard | 1 | 1 |
| J Judson | 1 | 1 |
| K Leonard (1) | 5 | 5 |
| P McSweeney, Chair of Governors | 5 | 5 |
| Revd D Meakin | 2 | 5 |
| P Norman (1) | 4 | 5 |
| G Parker | 0 | 2 |
| J Plotkin | 4 | 5 |
| S Snelson | 4 | 5 |
| R Stevens (1) | 5 | 5 |
| C Taylor | 0 | 1 |
| C Wright | 2 | 3 |

The work of the Governing body is undertaken through its rigorous structure of committees and working groups.

The Finance and Property Committee is one of these committees and its current terms of reference are as

WADDESDON CHURCH OF ENGLAND SCHOOL
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GOVERNANCE STATEMENT (continued)

follows:

Membership of this Committee:

- The Chair of Governors
- The Headteacher
- The Responsible Officer
- The Academy Finance Director
- Other school governors as may be appointed by the Governing Body including a designated Property issues Governor

A quorum for any meeting of this Committee will be four governors and the Headteacher and/or the Finance Director. Minutes will be taken and will generally be available for public inspection (with the exception of any confidential items which will be minuted separately). Minutes will be circulated to the full Governing Body.

Finance:

- a. Advise the governing body on the adequacy and effectiveness of the School's systems of internal control and its arrangements for risk management, control and governance processes, and securing economy, efficiency and effectiveness (value for money)
- b. Review the statement on internal control and make appropriate recommendations to the governing body;
- c. Advise the governing body on the appointment, reappointment, dismissal and remuneration of auditors (both external auditors and internal audit);
- d. Monitor the effectiveness of auditors;
- e. Ensure effective coordination between auditors;
- f. Ensure that additional services undertaken by the auditors is compatible with the audit independence and objectivity;
- g. Agree the work programme of internal audit including the checking of financial controls, systems, transactions and risks;
- h. Consider the reports of the auditors and the Responsible Officer and, as appropriate, advise the governing body of material controls issues;
- i. Monitor the implementation of agreed audit recommendations;
- j. Ensure that all allegations of fraud and irregularity are appropriately investigated and controls weaknesses addressed;
- k. Recommend the annual financial statements to the governing body for approval;
- l. Review the committee's membership and effectiveness on an annual basis to ensure that it has appropriate skills and relevant experience and make recommendations for change back to the full Governing Body.

To keep under review and advise the Headteacher and Governing Body of:

WADESODON CHURCH OF ENGLAND SCHOOL
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GOVERNANCE STATEMENT (continued)

- a. The application of funding in accordance with current legislation, regulations and administrative arrangement
- b. Financial strategy and policy within available resources including consideration of long term planning and resourcing
- c. The appointment of key financial services including; bankers, payroll, auditors and insurance companies
- d. The financial limits for salaries, wages and consultancy services within the schools overall budget
- e. That best value is considered across all aspects of the schools organisation with a focus on Challenge, Compete, Consult and Compare.
- f. All staff and Governors are aware of the schools Whistle Blowing Policy.

To ensure:

- g. All financial policy statements are regularly reviewed with any recommendations for change made to the Governing Body for approval
- h. All legal and statutory financial requirements are met
- i. All income and expenditure is monitored against projections, audited and reported to each full Governing Body meeting
- j. The level of 'day to day' financial delegation to the Headteacher is appropriate with any recommendations for change made to the Governing Body for approval.

Attendance at meetings in the year was as follows:

| Governor | Meetings attended | Out of a possible |
|-------------|-------------------|-------------------|
| M Bale | 2 | 2 |
| J Ball | 0 | 2 |
| D Brazier | 0 | 2 |
| J Goodgame | 1 | 1 |
| D Hayes | 0 | 1 |
| K Leonard | 2 | 2 |
| P Norman | 2 | 2 |
| R Stevens | 2 | 2 |
| P McSweeney | 2 | 2 |

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

- Advise the governing body and Accounting Officer on the adequacy and effectiveness of the Trust's governance, risk management, internal control, and value for money systems and frameworks.
- Review the external auditor's annual planning document and approving the planned audit approach
- Receive reports from the external auditor and other bodies and considering any issues raised, the associated management response and action plans.

WADDESDON CHURCH OF ENGLAND SCHOOL
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GOVERNANCE STATEMENT (continued)

REVIEW OF VALUE FOR MONEY

As Accounting Officer, the Headteacher 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 Board of Governors 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:

- Ensuring educational outcomes are maximised through effective use of resourcing, for example through small group intervention and the Pupil Premium. In particular we have been able to resource a literacy intervention programme, additional homework support and access to curriculum materials. These interventions are reviewed termly and evaluated on a yearly basis in line with the whole school development plan.
- Income generation has been maximised this year through the secondment of senior staff to support the work of schools within the area that require improvement.
- Challenging decisions have been made resulting in cuts to spending in some areas, i.e. whole school ICT.
- Benchmarking relating to purchasing is robust and best value is an expectation in all areas of expenditure.
- Extensive work has been carried out on the timetable ensuring that staffing levels are kept to a minimum without compromising the curriculum offer.
- Major savings have been made by re-structuring of the support staff within the school.

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 Waddesdon Church of England School for the year 1 September 2016 to 31 August 2017 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The Board of Governors have reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Governors are of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks, that have been in place for the year 1 September 2016 to 31 August 2017 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Governors.

THE RISK AND CONTROL FRAMEWORK

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Governors;
- regular reviews by the Finance and Property committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;

WADESODN CHURCH OF ENGLAND SCHOOL
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GOVERNANCE STATEMENT (continued)

- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines.
- delegation of authority and segregation of duties;
- identification and management of risks.

The Board of Governors have considered the need for a specific internal audit function and has decided to appoint a Responsible Officer as internal auditor.

The Responsible Officer'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 Responsible Officer reports to the Board of Governors through the Finance and Property committee on the operation of the systems of control and on the discharge of the Board of Governors' financial responsibilities.

REVIEW OF EFFECTIVENESS

As Accounting Officer, the Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the Responsible Officer;
- the work of the external auditor;
- 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 Responsible Officer and Finance Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Governors on 6 December 2017 and signed on their behalf, by:

P McSweeney
Chair of Governors

M Abbott
Accounting Officer

WADDES DON CHURCH OF ENGLAND SCHOOL
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STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Waddesdon Church of England School I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2016.

I confirm that I and the Academy Trust 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 2016.

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

M Abbott
Accounting Officer

WADDESDON CHURCH OF ENGLAND SCHOOL
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STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2017

The Governors (who act as directors of Waddesdon Church of England School for the purposes of company law) are responsible for preparing the Governors' report and the financial statements in accordance with the Annual Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017;
- 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 ESFA/DfE have been applied for the purposes intended.

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

Approved by order of the members of the Board of Governors on 6 December 2017 and signed on its behalf by:

P McSweeney
Chair of Governors

WADDES DON CHURCH OF ENGLAND SCHOOL
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
WADDES DON CHURCH OF ENGLAND SCHOOL**

OPINION

We have audited the financial statements of Waddesdon Church of England School for the year ended 31 August 2017 which comprise the Statement of financial activities incorporating income and expenditure account, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. 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', the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017 issued by the Education and Skills Funding Agency.

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

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2017 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017 issued by the Education and Skills Funding Agency.

BASIS OF OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the academy in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Academy's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

WADDESDON CHURCH OF ENGLAND SCHOOL
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
WADDESDON CHURCH OF ENGLAND SCHOOL**

OTHER INFORMATION

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditor's report thereon. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

- the information given in the Trustees' Report including the Strategic Report for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the academy and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report including the Strategic Report.

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

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

RESPONSIBILITIES OF TRUSTEES

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, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the academy's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going

WADDESDON CHURCH OF ENGLAND SCHOOL
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
WADDESDON CHURCH OF ENGLAND SCHOOL**

concern basis of accounting unless the Trustees either intend to liquidate the Academy's or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Alexander Bottom ACA (Senior statutory auditor)

for and on behalf of

Hillier Hopkins LLP

Chartered Accountants
Statutory Auditor

Radius House
51 Clarendon Road
Watford
Herts
WD17 1HP
Date:

WADDESDON CHURCH OF ENGLAND SCHOOL
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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO
WADDESDON CHURCH OF ENGLAND SCHOOL AND THE EDUCATION AND SKILLS FUNDING
AGENCY**

In accordance with the terms of our engagement letter dated 5 September 2011 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2016 to 2017, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Waddesdon Church of England School during the year 1 September 2016 to 31 August 2017 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

RESPECTIVE RESPONSIBILITIES OF WADDESDON CHURCH OF ENGLAND SCHOOL'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT

The Accounting Officer is responsible, under the requirements of Waddesdon Church of England School's funding agreement with the Secretary of State for Education dated 1 September 2012, and the Academies Financial Handbook extant from 1 September 2016, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2016 to 2017. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2016 to 31 August 2017 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

APPROACH

We conducted our engagement in accordance with the Academies Accounts Direction 2016 to 2017 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material misstatement and irregularity across the Academy Trust's activities.
- Testing and review of areas identified through risk assessment including enquiry, observation, inspection and review of supporting evidence.
- Review of system controls, policies and procedures in place to ensure compliance with the regularity

WADDESDON CHURCH OF ENGLAND SCHOOL
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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO
WADDESDON CHURCH OF ENGLAND SCHOOL AND THE EDUCATION AND SKILLS FUNDING
AGENCY (continued)**

- regime
- Consideration of evidence obtained through the work performed as part of our financial statements audit in order to support the regularity conclusion

CONCLUSION

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2016 to 31 August 2017 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Hillier Hopkins LLP

Chartered Accountants
Statutory Auditor

Radius House
51 Clarendon Road
Watford
Herts
WD17 1HP

Date:

WADDESDON CHURCH OF ENGLAND SCHOOL
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**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2017**

| | Note | Unrestricted funds 2017 £ | Restricted funds 2017 £ | Restricted fixed asset funds 2017 £ | Total funds 2017 £ | Total funds 2016 £ |
|---|------|------------------------------------|----------------------------------|---|-----------------------------|-----------------------------|
| INCOME FROM: | | | | | | |
| Donations and capital grants | 3 | 34,749 | - | 21,944 | 56,693 | 58,950 |
| Charitable activities | 4 | 583,980 | 4,754,691 | - | 5,338,671 | 5,379,114 |
| Other trading activities | 5 | 11,880 | - | - | 11,880 | 11,726 |
| Investments | 6 | 4,178 | - | - | 4,178 | 3,531 |
| TOTAL INCOME | | 634,787 | 4,754,691 | 21,944 | 5,411,422 | 5,453,321 |
| EXPENDITURE ON: | | | | | | |
| Charitable activities | | 435,383 | 5,333,202 | 310,834 | 6,079,419 | 5,797,767 |
| TOTAL EXPENDITURE | 9 | 435,383 | 5,333,202 | 310,834 | 6,079,419 | 5,797,767 |
| NET INCOME / (EXPENDITURE) BEFORE TRANSFERS | | | | | | |
| Transfers between Funds | 18 | 199,404 (296,511) | (578,511) 296,511 | (288,890) - | (667,997) - | (344,446) - |
| NET EXPENDITURE BEFORE OTHER RECOGNISED GAINS AND LOSSES | | | | | | |
| | | (97,107) | (282,000) | (288,890) | (667,997) | (344,446) |
| Actuarial losses on defined benefit pension schemes | 22 | 712,000 | - | - | 712,000 | (1,150,000) |
| NET MOVEMENT IN FUNDS | | 614,893 | (282,000) | (288,890) | 44,003 | (1,494,446) |
| RECONCILIATION OF FUNDS: | | | | | | |
| Total funds brought forward | | 740,712 | (3,025,000) | 15,338,984 | 13,054,696 | 14,549,142 |
| TOTAL FUNDS CARRIED FORWARD | | 1,355,605 | (3,307,000) | 15,050,094 | 13,098,699 | 13,054,696 |

WADDESDON CHURCH OF ENGLAND SCHOOL
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REGISTERED NUMBER: 07743646

BALANCE SHEET
AS AT 31 AUGUST 2017

| | Note | £ | 2017 £ | £ | 2016 £ |
|--|------|----------------|-------------------|----------------|-------------------|
| FIXED ASSETS | | | | | |
| Tangible assets | 15 | | 15,028,150 | | 15,338,984 |
| CURRENT ASSETS | | | | | |
| Debtors | 16 | 80,124 | | 72,252 | |
| Cash at bank and in hand | | 663,799 | | 725,689 | |
| | | <u>743,923</u> | | <u>797,941</u> | |
| CREDITORS: amounts falling due within one year | 17 | (78,374) | | (57,229) | |
| NET CURRENT ASSETS | | | <u>665,549</u> | | <u>740,712</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | <u>15,693,699</u> | | <u>16,079,696</u> |
| Defined benefit pension scheme liability | 22 | | (2,595,000) | | (3,025,000) |
| NET ASSETS INCLUDING PENSION SCHEME LIABILITIES | | | <u>13,098,699</u> | | <u>13,054,696</u> |
| FUNDS OF THE ACADEMY | | | | | |
| Restricted income funds: | | | | | |
| Restricted income funds excluding pension liability | | 15,050,094 | | 15,338,984 | |
| Pension reserve | | (2,595,000) | | (3,025,000) | |
| Total restricted income funds | | | <u>12,455,094</u> | | <u>12,313,984</u> |
| Unrestricted income funds | 18 | | 643,605 | | 740,712 |
| TOTAL FUNDS | | | <u>13,098,699</u> | | <u>13,054,696</u> |

The financial statements on pages 26 to 51 were approved by the Trustees, and authorised for issue, on 6 December 2017 and are signed on their behalf, by:

M Abbott, Accounting Officer

WADDESDON CHURCH OF ENGLAND SCHOOL
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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2017

| | Note | 2017 £ | 2016 £ |
|--|------|-----------------------|-----------------------|
| Cash flows from operating activities | | | |
| Net cash (used in)/provided by operating activities | 20 | <u>(35,767)</u> | <u>209,419</u> |
| Cash flows from investing activities: | | | |
| Dividends, interest and rents from investments | | (4,178) | (3,531) |
| Capital grants from DfE/ESFA | | <u>(21,944)</u> | <u>(31,326)</u> |
| Net cash used in investing activities | | <u>(26,122)</u> | <u>(34,857)</u> |
| Change in cash and cash equivalents in the year | | (61,889) | 174,562 |
| Cash and cash equivalents brought forward | | <u>725,689</u> | <u>551,127</u> |
| Cash and cash equivalents carried forward | 21 | <u><u>663,800</u></u> | <u><u>725,689</u></u> |

The notes on pages 29 to 51 form part of these financial statements.

WADDES DON CHURCH OF ENGLAND SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

1. ACCOUNTING POLICIES

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), judgments 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) (Charities SORP (FRS 102)), the Academies Accounts Direction 2016 to 2017 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Waddesdon Church of England School constitutes a public benefit entity as defined by FRS 102.

1.2 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Department for Education 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 and include grants from the Department for Education.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

1. ACCOUNTING POLICIES (continued)

1.3 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.

Donations are recognised on a receivable basis where receipt is probable 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.

1.4 Expenditure

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

Charitable activities and Governance costs 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
FOR THE YEAR ENDED 31 AUGUST 2017

1. ACCOUNTING POLICIES (continued)

1.5 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

1.6 Tangible fixed assets and depreciation

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.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives on the following bases:

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. 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 | - | 50 years straight line |
| Freehold land | - | not depreciated |
| Fixtures and fittings | - | 5 years straight line |
| Computer equipment | - | 3 years straight line |

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

1.7 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.

1.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

1. ACCOUNTING POLICIES (continued)

1.9 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.

1.10 Liabilities and provisions

Liabilities and provisions 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 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.

1.11 Financial instruments

The academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy and their measurement basis are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised costs as detailed in note 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

1.12 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.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

1. ACCOUNTING POLICIES (continued)

1.13 Pensions

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ("TPS") and the Local Governments Pension Scheme ("LGPS"). These are defined benefit schemes.

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.

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.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

1. ACCOUNTING POLICIES (continued)

1.14 Critical accounting estimates and areas of judgment

Estimates and judgments 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 2016 has been used by the actuary in valuing the pensions liability at 31 August 2017. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgment:

Depreciation, amortisation and residual values

The Trustees have reviewed the asset lives and associated residual values of all fixed asset classes, and have concluded that asset lives and residual values are appropriate.

1.15 Agency arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA 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 but instead it distributes the full amount received to students. The funds received and paid and any balances held are disclosed in note 28.

2. GENERAL ANNUAL GRANT (GAG)

Under the funding agreement with the Secretary of State the academy was subject to limits at 31 August 2017 on the amount of GAG that could be carried forward from one year to the next. An amount equal to 12% of GAG could be carried forward, of which up to 2% could be used for general recurrent purposes, with any balance being available for premises/capital purposes.

The academy has not exceeded these limits during the year ended 31 August 2017.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017**

3. INCOME FROM DONATIONS AND CAPITAL GRANTS

| | Unrestricted funds 2017 £ | Restricted funds 2017 £ | Restricted fixed asset funds 2017 £ | Total funds 2017 £ | Total funds 2016 £ |
|-------------------|---------------------------------|-------------------------------|---|--------------------------|--------------------------|
| Donations | 34,749 | - | - | 34,749 | 27,624 |
| Government grants | - | - | 21,944 | 21,944 | 31,326 |
| | <u>34,749</u> | <u>-</u> | <u>21,944</u> | <u>56,693</u> | <u>58,950</u> |
| <i>Total 2016</i> | <u>27,624</u> | <u>-</u> | <u>31,326</u> | <u>58,950</u> | |

4. INCOME FROM CHARITABLE ACTIVITIES

| | Unrestricted funds 2017 £ | Restricted funds 2017 £ | Total funds 2017 £ | Total funds 2016 £ |
|------------------------|---------------------------------|-------------------------------|--------------------------|--------------------------|
| Educational Activities | 583,980 | 4,754,691 | 5,338,671 | 5,379,114 |
| | <u>583,980</u> | <u>4,754,691</u> | <u>5,338,671</u> | <u>5,379,114</u> |
| <i>Total 2016</i> | <u>623,499</u> | <u>4,755,615</u> | <u>5,379,114</u> | |

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017**

FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

| | Unrestricted funds 2017 £ | Restricted funds 2017 £ | Total funds 2017 £ | Total funds 2016 £ |
|--------------------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| DfE/ESFA grants | | | | |
| General Annual Grant (GAG) | - | 4,416,482 | 4,416,482 | 4,406,879 |
| Other DfE Grants | - | 9,000 | 9,000 | 5,000 |
| Pupil Premium | - | 65,759 | 65,759 | 57,246 |
| Insurance Grant | - | - | - | 23,994 |
| Rates Relief | - | 12,425 | 12,425 | 12,325 |
| | - | 4,503,666 | 4,503,666 | 4,505,444 |
| Other government grants | | | | |
| SEN Funding | - | 222,118 | 222,118 | 202,883 |
| BCC Other Grant | - | 10,143 | 10,143 | 22,194 |
| | - | 232,261 | 232,261 | 225,077 |
| Other funding | | | | |
| Catering Income | 256,236 | - | 256,236 | 247,954 |
| Other Income | 131,129 | 18,764 | 149,893 | 155,615 |
| Trip Income | 196,615 | - | 196,615 | 245,024 |
| | 583,980 | 18,764 | 602,744 | 648,593 |
| | 583,980 | 4,754,691 | 5,338,671 | 5,379,114 |
| <i>Total 2016</i> | 623,499 | 4,755,615 | 5,379,114 | |

5. OTHER TRADING ACTIVITIES

| | Unrestricted funds 2017 £ | Restricted funds 2017 £ | Total funds 2017 £ | Total funds 2016 £ |
|-------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Lettings income | 11,873 | - | 11,873 | 9,683 |
| School shop | 7 | - | 7 | 2,043 |
| | 11,880 | - | 11,880 | 11,726 |
| <i>Total 2016</i> | 11,726 | - | 11,726 | |

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

6. INVESTMENT INCOME

| | Unrestricted funds 2017 £ | Restricted funds 2017 £ | Total funds 2017 £ | Total funds 2016 £ |
|-------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Investment income | 4,178 | - | 4,178 | 3,531 |
| | <u>4,178</u> | <u>-</u> | <u>4,178</u> | <u>3,531</u> |
| <i>Total 2016</i> | <u>3,531</u> | <u>-</u> | <u>3,531</u> | |

7. DIRECT COSTS

| | Educational Activities £ | Total 2017 £ | Total 2016 £ |
|--------------------------|--------------------------------|--------------------|--------------------|
| Educational Supplies | 113,384 | 113,384 | 86,426 |
| Examination Fees | 104,283 | 104,283 | 100,610 |
| Staff Development | 12,529 | 12,529 | 13,551 |
| Educational Consultancy | 2,989 | 2,989 | 3,118 |
| Trip Expenditure | 205,764 | 205,764 | 231,170 |
| Other Direct Costs | 31,618 | 31,618 | 14,901 |
| Recruitment | 33,539 | 33,539 | 28,267 |
| Catering Costs | 157,741 | 157,741 | 151,373 |
| Wages and salaries | 2,744,008 | 2,744,008 | 2,706,064 |
| National insurance | 268,940 | 268,940 | 221,557 |
| Pension cost | 440,810 | 440,810 | 433,098 |
| | <u>4,115,605</u> | <u>4,115,605</u> | <u>3,990,135</u> |
| <i>At 31 August 2016</i> | <u>3,990,135</u> | <u>3,990,135</u> | |

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017**

8. SUPPORT COSTS

| | Educational Activities £ | Total 2017 £ | Total 2016 £ |
|----------------------------------|--------------------------------|--------------------|--------------------|
| Pension income | 64,000 | 64,000 | 66,000 |
| Premises Maintenance Costs | 67,033 | 67,033 | 57,330 |
| Rent and Rates | 18,217 | 18,217 | 13,219 |
| Technology Costs | 89,153 | 89,153 | 88,423 |
| Insurance Costs | 23,781 | 23,781 | 50,583 |
| Heat and Light Costs | 45,874 | 45,874 | 46,082 |
| Printing, Postage and Stationery | 40,653 | 40,653 | 35,662 |
| Cleaning and Caretaking Costs | 11,838 | 11,838 | 10,505 |
| Professional Fees | 114,037 | 114,037 | 126,536 |
| Other Support Costs | 3,943 | 3,943 | 3,108 |
| Student services | 11,297 | 11,297 | 14,355 |
| School shop expenditure | 2,067 | 2,067 | 17,425 |
| Audit and accountancy fee | 11,275 | 11,275 | 8,600 |
| Irrecoverable VAT | 685 | 685 | 3,510 |
| Wages and salaries | 733,672 | 733,672 | 672,655 |
| National insurance | 54,636 | 54,636 | 43,954 |
| Pension cost | 360,819 | 360,819 | 195,038 |
| Depreciation | 310,834 | 310,834 | 354,647 |
| | <u>1,963,814</u> | <u>1,963,814</u> | <u>1,807,632</u> |
| <i>At 31 August 2016</i> | <u>1,807,632</u> | <u>1,807,632</u> | |

During the year ended 31 August 2017, the academy incurred the following Governance costs:
£11,275 (2016 - £8,600) included within the table above in respect of Educational Activities.

9. EXPENDITURE

| | Staff costs 2017 £ | Premises 2017 £ | Other costs 2017 £ | Total 2017 £ | Total 2016 £ |
|-------------------------|--------------------------|-----------------------|--------------------------|--------------------|--------------------|
| Educational Activities: | | | | | |
| Direct costs | 3,453,759 | - | 661,846 | 4,115,605 | 3,990,135 |
| Support costs | 1,149,126 | 453,795 | 360,893 | 1,963,814 | 1,807,632 |
| | <u>4,602,885</u> | <u>453,795</u> | <u>1,022,739</u> | <u>6,079,419</u> | <u>5,797,767</u> |
| <i>Total 2016</i> | <u>4,272,366</u> | <u>481,783</u> | <u>1,043,618</u> | <u>5,797,767</u> | |

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

10. NET INCOME/(EXPENDITURE)

This is stated after charging:

| | 2017 | <i>2016</i> |
|---|----------------|----------------|
| | £ | £ |
| Depreciation of tangible fixed assets: | | |
| - owned by the charity | 310,834 | <i>354,647</i> |
| Auditor's remuneration - audit | 6,850 | <i>6,550</i> |
| Auditor's remuneration - other services | 4,425 | <i>2,050</i> |
| | ===== | ===== |

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

11. STAFF COSTS

Staff costs were as follows:

| | 2017 | <i>2016</i> |
|--|------------------|------------------|
| | £ | £ |
| Wages and salaries | 3,456,525 | <i>3,346,750</i> |
| Social security costs | 323,576 | <i>265,511</i> |
| Operating costs of defined benefit pension schemes | 801,629 | <i>628,136</i> |
| | 4,581,730 | <i>4,240,397</i> |
| Apprenticeship levy | 7,127 | <i>-</i> |
| Supply teacher costs | 14,028 | <i>31,969</i> |
| | 4,602,885 | <i>4,272,366</i> |

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

| | 2017 | <i>2016</i> |
|------------------------|-------------|-------------|
| | No. | <i>No.</i> |
| Teaching | 61 | <i>64</i> |
| Administration/support | 52 | <i>45</i> |
| Management | 6 | <i>6</i> |
| | 119 | <i>115</i> |

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

| | 2017 | <i>2016</i> |
|---------------------------------|-------------|-------------|
| | No. | <i>No.</i> |
| In the band £60,001 - £70,000 | 2 | <i>1</i> |
| In the band £70,001 - £80,000 | 1 | <i>1</i> |
| In the band £80,001 - £90,000 | 1 | <i>1</i> |
| In the band £90,001 - £100,000 | 1 | <i>0</i> |
| In the band £100,001 - £110,000 | 0 | <i>1</i> |

Three of the above employees participated in the Teachers' Pension Scheme. During the year ended 31 August 2017, pension contributions for these staff amounted to £50,312 (2016 £41,118). The other employee participated in the Local Government Pension Scheme, pension contributions amounted to £17,261 (2016: £16,677).

The key management personnel of the academy trust comprise of the senior management team. The total employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £440,266 (2016: £515,005).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

12. TRUSTEES' REMUNERATION AND EXPENSES

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

| | | 2017 | 2016 |
|------------------------|----------------------------|----------------------|------------------------|
| | | £ | £ |
| P Norman, Head Teacher | Remuneration | 90,000-95,000 | <i>105,000-110,000</i> |
| | Pension contributions paid | 15,000-20,000 | <i>15,000-20,000</i> |
| S Davis | Remuneration | 30,000-35,000 | <i>30,000-35,000</i> |
| | Pension contributions paid | 5,000-10,000 | <i>0-5,000</i> |
| D Fulton | Remuneration | 20,000-25,000 | <i>20,000-25,000</i> |
| | Pension contributions paid | 0-5,000 | <i>0-5,000</i> |
| J Goodgame | Remuneration | 10,000-15,000 | <i>35,000-40,000</i> |
| | Pension contributions paid | 0-5,000 | <i>0-5,000</i> |
| M Abbott | Remuneration | 85,000-90,000 | |
| | Pension contributions paid | 10,000-15,000 | |
| A Coulter | Remuneration | 40,000-45,000 | |
| | Pension contributions paid | 5,000-10,000 | |

During the year, no Trustees received any benefits in kind (2016 - £NIL).

During the year ended 31 August 2017, expenses totalling £251 (2016 - £2,771) were reimbursed to 1 Trustee (2016 - 1).

13. TRUSTEES' AND OFFICERS' INSURANCE

The academy trust has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme.

14. OTHER FINANCE INCOME

| | 2017 | 2016 |
|--|-----------------|-----------------|
| | £ | £ |
| Interest on pension scheme liabilities | (64,000) | <i>(66,000)</i> |

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017**

15. TANGIBLE FIXED ASSETS

| | Freehold property £ | Fixtures and fittings £ | Computer equipment £ | Total £ |
|--|---------------------------|-------------------------------|----------------------------|-------------------|
| Cost | | | | |
| At 1 September 2016 and 31 August 2017 | 16,765,000 | 143,268 | 135,928 | 17,044,196 |
| Depreciation | | | | |
| At 1 September 2016 | 1,464,020 | 105,264 | 135,928 | 1,705,212 |
| Charge for the year | 282,180 | 28,654 | - | 310,834 |
| At 31 August 2017 | 1,746,200 | 133,918 | 135,928 | 2,016,046 |
| Net book value | | | | |
| At 31 August 2017 | 15,018,800 | 9,350 | - | 15,028,150 |
| <i>At 31 August 2016</i> | <i>15,300,980</i> | <i>38,004</i> | <i>-</i> | <i>15,338,984</i> |

Included in land and buildings is freehold land at valuation of £2,656,000 (2016 - £2,656,000), which is not depreciated.

16. DEBTORS

| | 2017 £ | 2016 £ |
|--------------------------------|---------------|-----------|
| Trade debtors | 12,341 | 186 |
| Other debtors | 17,486 | 25,545 |
| Prepayments and accrued income | 50,297 | 46,521 |
| | 80,124 | 72,252 |

17. CREDITORS: Amounts falling due within one year

| | 2017 £ | 2016 £ |
|------------------------------|---------------|-----------|
| Trade creditors | 5,076 | 3,958 |
| Accruals and deferred income | 73,298 | 53,271 |
| | 78,374 | 57,229 |

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FOR THE YEAR ENDED 31 AUGUST 2017

17. CREDITORS: Amounts falling due within one year (continued)

| | 2017 | <i>2016</i> |
|--------------------------------------|---------------------------|---------------------------|
| | £ | £ |
| Deferred income | | |
| Deferred income at 1 September 2016 | 38,682 | <i>52,338</i> |
| Resources deferred during the year | 62,336 | <i>38,682</i> |
| Amounts released from previous years | (38,682) | <i>(52,338)</i> |
| | <hr/> 62,336 <hr/> | <hr/> <i>38,682</i> <hr/> |

At the balance sheet date the academy trust was holding funds received in advance for trips being held in the school year 2016/17.

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**NOTES TO THE FINANCIAL STATEMENTS
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18. STATEMENT OF FUNDS

| | Brought Forward £ | Income £ | Expenditure £ | Transfers in/out £ | Gains/ (Losses) £ | Carried Forward £ |
|-------------------------------------|--------------------------|-------------------------|---------------------------|--------------------------|-------------------------|--------------------------|
| Unrestricted funds | | | | | | |
| General Funds | 740,712 | 165,878 | - | (262,985) | - | 643,605 |
| Lettings income | - | 11,880 | - | (11,880) | - | - |
| Investment Income | - | 4,178 | - | (4,178) | - | - |
| Trip Income | - | 196,615 | (208,064) | 11,449 | - | - |
| Catering Income | - | 256,236 | (227,319) | (28,917) | - | - |
| | <u>740,712</u> | <u>634,787</u> | <u>(435,383)</u> | <u>(296,511)</u> | <u>-</u> | <u>643,605</u> |
| Restricted funds | | | | | | |
| General Annual Grant (GAG) | - | 4,416,482 | (4,712,993) | 296,511 | - | - |
| Pupil Premium | - | 65,759 | (65,759) | - | - | - |
| Other DfE/ESFA funding | - | 9,000 | (9,000) | - | - | - |
| SEN Funding | - | 222,118 | (222,118) | - | - | - |
| BCC Other | - | 10,143 | (10,143) | - | - | - |
| Rates Relief | - | 12,425 | (12,425) | - | - | - |
| Other restricted income | - | 18,764 | (18,764) | - | - | - |
| Pension reserve | (3,025,000) | - | (282,000) | - | 712,000 | (2,595,000) |
| | <u>(3,025,000)</u> | <u>4,754,691</u> | <u>(5,333,202)</u> | <u>296,511</u> | <u>712,000</u> | <u>(2,595,000)</u> |
| Restricted fixed asset funds | | | | | | |
| Restricted Fixed Asset | 15,338,984 | - | (310,834) | - | - | 15,028,150 |
| Devolved Formula Capital Grant | - | 21,944 | - | - | - | 21,944 |
| | <u>15,338,984</u> | <u>21,944</u> | <u>(310,834)</u> | <u>-</u> | <u>-</u> | <u>15,050,094</u> |
| Total restricted funds | <u>12,313,984</u> | <u>4,776,635</u> | <u>(5,644,036)</u> | <u>296,511</u> | <u>712,000</u> | <u>12,455,094</u> |
| Total of funds | <u><u>13,054,696</u></u> | <u><u>5,411,422</u></u> | <u><u>(6,079,419)</u></u> | <u><u>-</u></u> | <u><u>712,000</u></u> | <u><u>13,098,699</u></u> |

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

18. STATEMENT OF FUNDS (continued)

STATEMENT OF FUNDS - PRIOR YEAR

| | <i>Brought Forward</i> | <i>Income</i> | <i>Expenditure</i> | <i>Transfers in/out</i> | <i>Gains/ (Losses)</i> | <i>Balance at 31 August 2016</i> |
|-------------------------------------|------------------------|------------------|--------------------|-------------------------|------------------------|----------------------------------|
| | £ | £ | £ | £ | £ | £ |
| Unrestricted funds | | | | | | |
| General Funds | 606,511 | 163,719 | - | (29,518) | - | 740,712 |
| Lettings income | - | 9,683 | - | (9,683) | - | - |
| Trip Income | - | 245,024 | (231,170) | (13,854) | - | - |
| Catering Income | - | 247,954 | (224,175) | (23,779) | - | - |
| | <u>606,511</u> | <u>666,380</u> | <u>(455,345)</u> | <u>(76,834)</u> | <u>-</u> | <u>740,712</u> |
| Restricted funds | | | | | | |
| General Annual Grant (GAG) | - | 4,406,879 | (4,515,039) | 108,160 | - | - |
| Pupil Premium | - | 57,246 | (57,246) | - | - | - |
| Other DfE/ESFA funding | - | 5,000 | (5,000) | - | - | - |
| SEN Funding | - | 202,883 | (202,883) | - | - | - |
| BCC Other | - | 22,194 | (22,194) | - | - | - |
| Insurance Grant | - | 23,994 | (23,994) | - | - | - |
| Rates Relief | - | 12,325 | (12,325) | - | - | - |
| Other restricted income | - | 25,094 | (25,094) | - | - | - |
| Pension reserve | (1,751,000) | - | (124,000) | - | (1,150,000) | (3,025,000) |
| | <u>(1,751,000)</u> | <u>4,755,615</u> | <u>(4,987,775)</u> | <u>108,160</u> | <u>(1,150,000)</u> | <u>(3,025,000)</u> |
| Restricted fixed asset funds | | | | | | |
| Restricted Fixed Asset | 15,693,631 | 31,326 | (354,647) | (31,326) | - | 15,338,984 |
| | <u>15,693,631</u> | <u>31,326</u> | <u>(354,647)</u> | <u>(31,326)</u> | <u>-</u> | <u>15,338,984</u> |
| Total restricted funds | <u>13,942,631</u> | <u>4,786,941</u> | <u>(5,342,422)</u> | <u>76,834</u> | <u>(1,150,000)</u> | <u>12,313,984</u> |
| Total of funds | <u>14,549,142</u> | <u>5,453,321</u> | <u>(5,797,767)</u> | <u>-</u> | <u>(1,150,000)</u> | <u>13,054,696</u> |

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

The General Annual Grant (GAG) represents the core funding for the educational activities of the school that has been provided to the academy via the Education Funding Agency by the Department for Education. The General Annuals Grant Fund has been set up because the GAG must be used for the normal running costs of the academy.

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**NOTES TO THE FINANCIAL STATEMENTS
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18. STATEMENT OF FUNDS (continued)

The Pupil Premium fund is for allocation of funding to schools with pupils that come from low income families and are known to be eligible for free school meals.

The SEN fund is for the allocation of funding to schools to support those pupils with Special Educational Needs.

The Fixed Asset fund includes funding received from grants and the Academy's own funds which have been used to carry out works of a capital nature.

The Pension reserve relates to the Academy's share of the deficit of the Buckinghamshire County Local Government Pension Scheme.

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted funds 2017 £ | Restricted funds 2017 £ | Restricted fixed asset funds 2017 £ | Total funds 2017 £ |
|--|---------------------------------|-------------------------------|---|--------------------------|
| Tangible fixed assets | - | - | 15,028,150 | 15,028,150 |
| Current assets | 703,539 | 18,440 | 21,944 | 743,923 |
| Creditors due within one year | (59,934) | (18,440) | - | (78,374) |
| Provisions for liabilities and charges | - | (2,595,000) | - | (2,595,000) |
| | <u>643,605</u> | <u>(2,595,000)</u> | <u>15,050,094</u> | <u>13,098,699</u> |

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

| | Unrestricted funds 2016 £ | Restricted funds 2016 £ | Restricted fixed asset funds 2016 £ | Total funds 2016 £ |
|--|---------------------------------|-------------------------------|---|--------------------------|
| Tangible fixed assets | - | - | 15,338,984 | 15,338,984 |
| Current assets | 740,712 | 57,229 | - | 797,941 |
| Creditors due within one year | - | (57,229) | - | (57,229) |
| Provisions for liabilities and charges | - | (3,025,000) | - | (3,025,000) |
| | <u>740,712</u> | <u>(3,025,000)</u> | <u>15,338,984</u> | <u>13,054,696</u> |

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NOTES TO THE FINANCIAL STATEMENTS
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20. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

| | 2017 £ | 2016 £ |
|---|-----------------|----------------|
| Net expenditure for the year (as per Statement of Financial Activities) | (667,997) | (344,446) |
| Adjustment for: | | |
| Depreciation charges | 310,834 | 354,647 |
| Dividends, interest and rents from investments | 4,178 | 3,531 |
| (Increase)/decrease in debtors | (7,871) | 42,216 |
| Increase/(decrease) in creditors | 21,145 | (1,855) |
| Capital grants from DfE and other capital income | 21,944 | 31,326 |
| Defined benefit pension scheme cost less contributions payable | 218,000 | 58,000 |
| Defined benefit pension scheme finance cost | 64,000 | 66,000 |
| Net cash (used in)/provided by operating activities | (35,767) | 209,419 |

21. ANALYSIS OF CASH AND CASH EQUIVALENTS

| | 2017 £ | 2016 £ |
|--------------|----------------|----------------|
| Cash in hand | 663,800 | 725,689 |
| Total | 663,800 | 725,689 |

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 Buckinghamshire 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 2016.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

Teachers' Pension Scheme

Introduction

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

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the period amounted to £394,346 (2016 - £388,319).

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 2017 was £241,000 (2016 - £231,000), of which employer's contributions totalled £189,000 (2016 - £181,000) and employees' contributions totalled £52,000 (2016 - £50,000). The agreed contribution rates for future years are 22.8% for employers and 5.5 - 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.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

22. PENSION COMMITMENTS (continued)

Principal actuarial assumptions:

| | 2017 | <i>2016</i> |
|--|---------------|---------------|
| Discount rate for scheme liabilities | 2.60 % | <i>2.20 %</i> |
| Rate of increase in salaries | 4.20 % | <i>4.10 %</i> |
| Rate of increase for pensions in payment / inflation | 2.70 % | <i>2.30 %</i> |
| Inflation assumption (CPI) | 1.80 % | <i>2.30 %</i> |
| RPI increase | 3.60 % | <i>3.20 %</i> |

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

| | 2017 | <i>2016</i> |
|----------------------|-------------|-------------|
| Retiring today | | |
| Males | 23.9 | <i>23.8</i> |
| Females | 26.0 | <i>26.2</i> |
| Retiring in 20 years | | |
| Males | 26.2 | <i>26.1</i> |
| Females | 28.3 | <i>28.5</i> |

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

| | Fair value at 31 August 2017 £ | <i>Fair value at 31 August 2016 £</i> |
|------------------------------|---|---|
| Equities and gilts | 1,693,000 | <i>1,336,000</i> |
| Debt instruments | 610,000 | <i>411,000</i> |
| Property | 190,000 | <i>161,000</i> |
| Cash | 88,000 | <i>65,000</i> |
| Total market value of assets | <u>2,581,000</u> | <i><u>1,973,000</u></i> |

The actual return on scheme assets was £263,000 (2016 - £265,000).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

22. PENSION COMMITMENTS (continued)

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

| | 2017 | 2016 |
|--------------------------------|------------------|------------------|
| | £ | £ |
| Current service cost | (407,000) | <i>(239,000)</i> |
| Interest cost | (64,000) | <i>(66,000)</i> |
| | <hr/> | <hr/> |
| Total | (471,000) | <i>(305,000)</i> |
| | <hr/> | <hr/> |
| Actual return on scheme assets | 263,000 | <i>265,000</i> |
| | <hr/> | <hr/> |

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

| | 2017 | 2016 |
|------------------------------------|------------------|------------------|
| | £ | £ |
| Opening defined benefit obligation | 4,998,000 | <i>3,328,000</i> |
| Current service cost | 407,000 | <i>239,000</i> |
| Interest cost | 110,000 | <i>132,000</i> |
| Employee contributions | 52,000 | <i>50,000</i> |
| Actuarial (gains)/losses | (352,000) | <i>1,337,000</i> |
| Benefits paid | (39,000) | <i>(88,000)</i> |
| | <hr/> | <hr/> |
| Closing defined benefit obligation | 5,176,000 | <i>4,998,000</i> |
| | <hr/> | <hr/> |

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

| | 2017 | 2016 |
|-------------------------------------|------------------|------------------|
| | £ | £ |
| Opening fair value of scheme assets | 1,973,000 | <i>1,577,000</i> |
| Interest income | 46,000 | <i>66,000</i> |
| Actuarial losses | 360,000 | <i>187,000</i> |
| Employer contributions | 189,000 | <i>181,000</i> |
| Employee contributions | 52,000 | <i>50,000</i> |
| Benefits paid | (39,000) | <i>(88,000)</i> |
| | <hr/> | <hr/> |
| Closing fair value of scheme assets | 2,581,000 | <i>1,973,000</i> |
| | <hr/> | <hr/> |

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

23. OPERATING LEASE COMMITMENTS

At 31 August 2017 the total of the Academy trust's future minimum lease payments under non-cancellable operating leases was:

| | 2017 £ | 2016 £ |
|-------------------------|---------------|---------------|
| Amounts payable: | | |
| Within 1 year | 15,081 | 21,054 |
| Between 1 and 5 years | 34,432 | 54,062 |
| After more than 5 years | 318 | - |
| Total | <u>49,831</u> | <u>75,116</u> |

24. MEMBERS' LIABILITY

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

25. RELATED PARTY TRANSACTIONS

There were no related party or connected party transactions that require disclosure within these accounts.

26. CONTROLLING PARTY

In the opinion of the governors there is no ultimate controlling party.

27. AGENCY ARRANGEMENTS

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2017 the trust received £11,297 and disbursed £11,297 from the fund. An amount of £Nil is included in other creditors relating to undistributed funds that is repayable to ESFA.