

TAVERHAM HIGH SCHOOL

GOVERNORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2014

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS GOVERNORS AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2014**

Members	Andre Korolus Margaret Garwood, Chair Keith Ratcliffe
Trustees	Ronald Munson (resigned 31 August 2013) Verity J Hanson Andrew Drummond Margaret R Divey (resigned 17 January 2014) Jeremy A Fry Jonathan Foot John D Smith Timothy W Aldous (resigned 28 November 2013) Elizabeth A Waller Gavin H Struthers (resigned 17 September 2014) Paul Seabrook Dale Timbers Joanna Ellis Stephen G Artis Peter Whear, Head Teacher (appointed 1 September 2013) Ian Colman (appointed 13 March 2014) Sally K Philpot (appointed 17 July 2014) Elizabeth Plater, Deputy Head Teacher (appointed 17 July 2014)
Company registered number	08204680
Principal and registered office	Beech Avenue Norwich Norfolk NR8 6HP
Company secretary	Alison Turner
Senior management team	Peter Whear, Headteacher Elizabeth Plater, Deputy Headteacher Shirely Naisby, Assistant Headteacher Rebecca Paterson, Assistant Headteacher Neil Philpott, Assistant Headteacher Paul Rapley, Assistant Headteacher Alison Turner, School Business Manager
Independent auditors	Price Bailey LLP Chartered Accountants 20 Central Avenue St Andrews Business Park Thorpe Norwich Norfolk NR7 0HR
Bankers	Lloyds Bank 16 Gentleman's Walk Norwich Norfolk NR2 1LZ
Solicitors	Eversheds 85 Queen Victoria Street London EC4V 4JL

TAVERHAM HIGH SCHOOL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2014

The Trustees present their annual report together with the financial statements and auditors' report of Taverham High School (the Charitable Company) for the year ended 31 August 2014. The annual report serves the purpose of both a trustees' report, and a directors' report under company law.

The Charitable Company operates an academy for pupils aged 11-18 serving the catchment area of the parishes of Drayton (including Thorpe Marriott), Taverham (including Thorpe Marriott) and Ringland. It has a pupil capacity of 1221 and a roll of 1173 in the October 2014 school census.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The academy trust is a company limited by guarantee and an exempt charity set up by a Memorandum of Association on 6 September 2012. The Charitable Company's memorandum and articles of association are its primary governing documents. The Trustees of the Charitable Company are also the Directors for the purposes of company law. The terms Trustee, Director and Governor are interchangeable. The Charitable Company is known as Taverham High School.

Details of the Trustees who served throughout the year are included in the Reference and Administrative Details section on page 1.

Member's 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 £1, for the debts and liabilities contracted before they ceased to be a Member.

Trustee and Officers' Indemnities

Academy insurers encompass all relevant insurance including Governor third party indemnity provision.

Principle Activities

- To advance for the public benefit education in the United Kingdom by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum
- To provide educational facilities and services to students of all ages and the wider community for the public benefit

Method of recruitment and appointment or election of Trustees

The Academy will be governed by a governing body ("the Governing Body") who are the Directors of the company constituted under the Articles of the Academy Trust.

Members of the Academy Trust are Margaret Garwood, Andre Korolus and Keith Ratcliffe.

Member appointed governors are John Smith and Elizabeth Waller.

The Principal (Headteacher) shall be treated for all purposes as being an ex officio Governor.

Staff Governors may be appointed by Members of the Academy Trust following election via the Academy internal process. These are Ruth Divey (resigned 17/01/2014), Verity Hanson and Dale Timbers.

Parent Governors are appointed by Governors following election by parents via the Academy internal process. These are Steve Artis, Andrew Drummond, Joanna Ellis, Jonathan Foot and Jeremy Fry.

Co-opted Governors may be appointed by governors who have not themselves been so appointed. These are Tim Aldous (resigned 28/11/13), Paul Seabrook and Gavin Struthers and Ian Colman

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

Policies and Procedures adopted for the induction and training of Trustees

Induction of Governors is carried out by the Clerk to the Governors as follows:

Induction documentation is posted on the Academy's VLE; a one-to-one link with an experienced governor; provision of a Norfolk Governor's Handbook provided by the Norfolk Governor Services explaining the roles and responsibilities of being a governor and support given by the Chairman on an individual basis. New governors are able to be present, and participate in, the governing body self-evaluation held each year which gives them an insight into the working of the governing body as a whole.

A training and skills audit is carried out for all governors, new and experienced, to identify the breadth of governor skills and to identify any training needs. An analysis of the audit is carried out and governors are given the opportunity to attend appropriate courses held by Norfolk Governor Services including a new Academy Governance Course. This process also enables existing governors to enhance their skills and keep up-to-date with changing legislation.

Organisational Structure

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

Members of the Academy Trust are in place to ensure the establishment, maintenance, management and development of a broad and balanced curriculum.

The Governing Body, which meets on at least 4 occasions per year, is responsible for the strategic direction of the academy. The Governing Body reviews progress towards educational objectives and results. They also approve major expenditure requests, ensure a capital replacement programme is in place, set the budget for the following year, and set the organisational staffing structure, agree the performance objectives of the Headteacher and reviews them.

The role of the Headteacher is to manage the school on a day to day basis on behalf of the Governing Body.

The Headteacher manages the academy on a daily basis supported by a Senior Leadership Team. The Senior Leadership Team meets frequently to discuss emerging matters and to help to develop strategies for future development to be put to the Headteacher and the Governing Body as required for approval. Each member of the Senior Leadership Team has specific responsibilities to assist the Headteacher to manage certain aspects of the academy.

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

At the time of filing these accounts an Acting Headteacher is in place who is also appointed as the Acting Accounting Officer.

The Governing Body Committee structure is such that there is sufficient scope for the needs of pupils and staff to be developed, monitored and evaluated to enable the Academy to carry out its function of providing education in the United Kingdom for the public benefit effectively.

These are structured as follows:-

- Audit, Finance and Buildings Sub Committee
- Curriculum Sub Committee
- Pupils, Parents and the Wider Community Sub Committee
- Staffing Sub Committee
- School Development Planning Committee.

(Committees consists of both governors and members of the leadership team ensuring complete coverage of the Academy's needs and its development and makes its recommendations to the Governing Body as a whole for discussion and approval.)

Connected Organisations and Related Parties

Owing to the nature of the academy's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which a governor has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy's financial regulations and normal procurement procedures.

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

OBJECTIVES AND ACTIVITIES

Objects, Vision and Aims

The principal object and aim of the Charitable Company is the operation of Taverham High School to provide free education and care for pupils of different abilities between the ages of 11 and 18.

Our vision for the school is to create a learning environment within which every individual can realise their full potential, develop self-respect, respect for others and to prepare themselves for life in a changing world.

Our aim is to be a school that provides a high quality provision of education for the students, both in and out of the classroom. We want to provide a curriculum that is relevant and motivates the students to want to come to school to achieve their personal best. We want to be a school that is both innovative and forward thinking and it is important to us that we embrace new technologies and support a broad offer of curricular opportunities and experiences to all. We aim to become a school which works in partnership with the parents/ carers and other stakeholders to raise standards and achievements, and to have an ethos where we focus on the raising of those standards and achievements. We continually self-assess our progress. We want to develop and achieve our goals with a staff where the distinction between 'Leadership and Management' is fully understood and Leadership is seen at many levels of the school, including the students and other stakeholders.

Specifically the school focusses on improving teaching and learning for 11-18 through:

- Meeting the needs of the individual (gifted and talented programme/ lower ability/ SEND/ named groups)
- Monitoring progress (CIAG/ independent learning and literacy)
- Assessment (marking and written feedback)

Strategies and Activities

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

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

Specifically, the school has

- Developed whole school literacy strategies
- Increased intervention including 1-1 tuition
- Followed a classroom observation programme
- Reviewed the curriculum
- Developing use of data
- Developed a post Ofsted action plan

Public Benefit

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

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

STRATEGIC REPORT

Achievements and performance

In November 2012 Ofsted confirmed that the THS examination results continue to be above average and students at THS make good progress. The GCSE results in 2014 continue to be encouraging: 61% of the cohort achieved 5A*-C grades including English and Maths with 23% of the GCSE results being at A* or A grade. Progress in Maths far exceeds national expectations and, in English, is in line with national standards. Many students undertook Btecs in Business Studies, Music and/or Hospitality and Catering earning a double qualification and the results in ICT (OCR Nationals) continue to impress. Subject results continue to improve with outstanding performance in RS, Mathematics and Modern Foreign Languages.

From September 2013 the school welcomed its first cohort of students into our independent 6th Form. These students undertook AS levels in June 2014. The group taking A2 were the last group to pass through the 6th Form shared with a local school. 77% of these students achieved A Levels at A*-C grade with an APS of 217. Both figures are well above County averages. Many students are now continuing their studies at Russell Group Universities.

Key attainment indicators for THS 2014

- 61% of Year 11 attained 5+A*-C grades at GCSE including English and Maths (within national expectations)
- Capped Average Point Score of 320 (within national expectations)
- 20% of Year 11 achieved 5+A*-A grades (significantly above national expectations)
- 80% of Year 11 achieved A*-C in Maths and 87% achieved A*-C in English
- 77% of A2 results were at A*-C grade

Key Performance Indicators

The Governors receive monthly information to enable them to monitor the performance of the School compared to aims, strategies and financial budgets.

As funding is based on pupil numbers this is a key performance indicator. Pupil numbers for 2014 are 1173. This is a higher level than expected due to successful recruitment into the Academy Sixth Form. Pupil numbers into the main school were as expected and in keeping with the demographics of the local area.

Another key financial performance indicator is staffing costs as a percentage of total income. For 2013/14 this was 71.4%, which is a relatively low percentage when compared to other similar sized schools and well within the EFA guideline maximum percentage of 80%.

Further key performance indicators are detailed below:

- Maintaining a 3 year balanced budget- monitored by the Audit, Finance & Buildings Committee
- Maintaining adequate staffing levels to meet requirements of the timetable-monitored by the Assistant Headteacher & Staffing Committee
- Maintaining staffing levels to ensure adequate provision for SEN students-monitored by the SENCO & Staffing Committee
- Continuation of successful initiatives to enable increased student achievement-monitored by the Deputy Headteacher and Curriculum Committee
- Capital investment in developing the infrastructure to provide enhanced curriculum opportunities-monitored by the SBM/ Audit F&B, Curriculum & SDP Committees/SLT
- Increased achievement attributable to maintaining effective student : teacher ratio-monitored by the Staffing Committee, Assistant Headteacher & SLT

Going concern

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

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

FINANCIAL REVIEW

The principal source of funding for the Trust is the General Annual Grant (GAG) and other grants that it receives from the EFA. For the year ended 31 August 2014 the Trust received £5,988,797 of GAG and other funding. A high percentage of this income is spent on wages and salaries and support costs to deliver the Academy's primary objective of the provision of education. During the year the Academy Trust spent virtually all of its restricted funds with the exception of £17,030 (not including the FRS17 pension adjustment) and had a deficit of £8,866 from its unrestricted funds. With funds brought forward of £905,431, the surplus carried forward has increased to £941,652 (not including the restricted fixed asset funds and pension reserve).

Reserves policy

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

The Academy's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £712,862. This has been built up from a mixture of locally raised income and balances transferred from the predecessor school.

The Academy is maintaining a relatively high level of free reserves as the changing demographic in Norfolk means rolls are anticipated to fall significantly over the next 2-3 years. As the amount of funding the academy receives is directly impacted by pupil numbers, the Academy requires the reserves to support the budget during this period.

The cash balance of the Academy has been very healthy all year, ending the year with a balance of £1,177,193. The Governors have determined that they should hold a cash contingency of a minimum of £250,000 of unrestricted and restricted revenue funds.

Due to the accounting rules for the Local Government Pension Scheme under FRS17, the Academy is recognising a significant pension fund deficit of £602,000. This does not mean that an immediate liability for this amount crystallises and that such a deficit generally results in a cash flow effect in the form of increased employer contributions over a number of years.

Investment policy

An Investment Policy was approved by the Governing body in May 2014.

The aim of the policy is to ensure funds that the academy does not immediately need to cover anticipated expenditure are invested in such a way as to maximise the academy's income but with minimal risk. The aim is to research where funds may be deposited applying prudence in ensuring there is minimum risk. The academy does not consider the investment of surplus funds as a primary activity, rather as a result of good stewardship and as and when circumstances allow.

PRINCIPAL RISKS AND UNCERTAINTIES

The Trustees maintain a risk register identifying the major risks to which the Academy is exposed, and identifying actions and procedures to mitigate those risks. A formal review of the risk management process is undertaken on an annual basis and the internal control systems and the exposure to said risks are monitored on behalf of the Trustees at each Finance Committee meeting. The principal risks facing the Trust are outlined below; those facing the Academy at an operational level are addressed by its systems and by internal financial and other controls.

The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the EFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

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

As an academy school, the level of financial risk is low. Cash flows can be reliably forecast, monitored and reported. Staff costs make up the majority of expenditure and this is relatively stable with contingencies in place to cover such items as sickness and maternity.

The Directors assess the other principal risks and uncertainties facing the Trust as follows:

- The academy has considerable reliance on continued Government funding through the EFA and there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.
- Failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the academy's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Governors continue to review and ensure that appropriate measures are in place to mitigate these risks.
- Reputational - the continuing success of the academy is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Governors ensure that student success and achievement are closely monitored and reviewed.
- Safeguarding and child protection - the Governors continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline.
- Staffing - the success of the academy is reliant on the quality of its staff and so the Governors monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.
- Fraud and mismanagement of funds - The academy has appointed an Internal Auditor to carry out checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

The academy has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness.

PLANS FOR FUTURE PERIODS

A three year budget plan linked to the Academy's School Improvement Plan has been approved by the Governing Body which supports the aims and key objectives of the trust.

PROVISION OF INFORMATION TO AUDITORS

Insofar as the Trustees are aware:

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

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

Trustees' report, incorporating a strategic report, approved by order of the board of trustees, as the company directors on 11 December 2014 and signed on its behalf by:

Margaret Garwood

Margaret Garwood
Chair of Governors

TAVERHAM HIGH SCHOOL
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GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

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

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

GOVERNANCE

The information on governance included here supplements that described in the Governors' Report and in the Governors' Responsibilities Statement. The board of trustees has formally met 4 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Governor	Meetings attended	Out of a possible
Andre Korolus	4	4
Margaret Garwood, Chair	4	4
Keith Ratcliffe	4	4
Ronald Munson	0	0
Verity J Hanson	4	4
Andrew Drummond	2	4
Margaret R Divey	2	2
Jeremy A Fry	4	4
Jonathan Foot	4	4
John D Smith	4	4
Timothy W Aldous	0	0
Elizabeth A Waller	4	4
Gavin H Struthers	4	4
Paul Seabrook	2	4
Dale Timbers	4	4
Joanna Ellis	4	4
Stephen G Artis	4	4
Peter Whear, Head Teacher	3	4
Ian Colman	1	1
Sally K Philpot	0	0
Elizabeth Plater, Deputy Head Teacher	1	1

The Audit, Finance and Buildings Committee is a sub-committee of the main board of trustees. Its purpose is to ensure the financial risks of the academy are effectively reviewed and monitored and that the annual financial statements give a true and fair view of the financial activities of the school.

Attendance at meetings in the year was as follows:

Governor	Meetings attended	Out of a possible
Andre Korolus	6	6
Ronald Munson	0	0
Margaret Garwood	6	6
Jonathan Foot	5	6
Timothy W Aldous	1	1
Gavin H Struthers	3	6
Peter Whear	5	6
Stephen G Artis	6	6
Elizabeth Plater	1	1

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GOVERNANCE STATEMENT (continued)

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Taverham High School for the year 1 September 2013 to 31 August 2014 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The board of trustees has reviewed the key risks to which the academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy's significant risks, that has been in place for the year 1 September 2013 to 31 August 2014 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

THE RISK AND CONTROL FRAMEWORK

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the Audit, Finance and Buildings Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines.
- delegation of authority and segregation of duties;
- identification and management of risks.

The board of trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Governors have appointed:

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


REVIEW OF EFFECTIVENESS

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

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Audit, Finance and Buildings Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of trustees on 11 December 2014 and signed on its behalf, by:



Margaret Garwood
Chair of Governors



Elizabeth Plater
Acting Accounting Officer

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STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

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

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

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



Elizabeth Plater
Acting Accounting Officer

Date: 11 December 2014

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GOVERNORS' RESPONSIBILITIES STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2014

The Governors (who act as governors of Taverham High School and are also the directors of the charitable company 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 Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

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

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

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

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

Approved by order of the members of the board of trustees on 11 December 2014 and signed on its behalf by:

Margaret Garwood

Margaret Garwood
Chair of Governors

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INDEPENDENT AUDITORS' REPORT TO THE BOARD OF GOVERNORS OF TAVERHAM HIGH SCHOOL

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

This report is made solely to the academy's members, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the academy's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the academy and its members, as a body, for our audit work, for this report, or for the opinion we have formed.

RESPECTIVE RESPONSIBILITIES OF GOVERNORS AND AUDITORS

As explained more fully in the Governors' Responsibilities Statement, the Governors (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.

The Governors have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly we have been appointed as auditors under section 144 of the Charities Act 2011 and report to you in accordance with regulations made under section 154 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

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

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

- give a true and fair view of the state of the academy's affairs as at 31 August 2014 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Academies Accounts Direction 2013 to 2014 issued by the Education Funding Agency.

TAVERHAM HIGH SCHOOL
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INDEPENDENT AUDITORS' REPORT TO THE BOARD OF GOVERNORS OF TAVERHAM HIGH SCHOOL

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Governors' Report is inconsistent in any material respect with the financial statements; or
- the academy has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit; or



Aaron Widdows FCCA (Senior Statutory Auditor)

Price Bailey LLP

Chartered Accountants
Statutory Auditors

20 Central Avenue
St Andrews Business Park
Thorpe
Norwich
Norfolk
NR7 0HR

Date: 18/12/2014

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO TAVERHAM HIGH SCHOOL AND THE EDUCATION FUNDING AGENCY

In accordance with the terms of our engagement letter dated 19 September 2013 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2013 to 2014, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Taverham High School during the year 1 September 2013 to 31 August 2014 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

RESPECTIVE RESPONSIBILITIES OF TAVERHAM HIGH SCHOOL'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT

The accounting officer is responsible, under the requirements of Taverham High School's funding agreement with the Secretary of State for Education dated 27 March 2013, and the Academies Financial Handbook extant from 1 September 2013, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2013 to 2014. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2013 to 31 August 2014 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

APPROACH

We conducted our engagement in accordance with the Academies Accounts Direction 2013 to 2014 issued by EFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

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

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO TAVERHAM
HIGH SCHOOL AND THE EDUCATION FUNDING AGENCY (continued)**

CONCLUSION

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



Aaron Widdows FCCA (Reporting Accountant)

Price Bailey LLP

Chartered Accountants

20 Central Avenue
St Andrews Business Park
Thorpe
Norwich
Norfolk
NR7 0HR

Date: 18/12/2014

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating Income and Expenditure Account and Statement of Total Recognised Gains and Losses)
FOR THE YEAR ENDED 31 AUGUST 2014

	Note	Unrestricted funds 2014 £	Restricted funds 2014 £	Restricted fixed asset funds 2014 £	Total funds 2014 £	5 months ended 31 August 2013 £
INCOMING RESOURCES						
Incoming resources from generated funds:						
Assets transferred on conversion to academy	2	-	-	-	-	807,580
Other voluntary income	2	20	167,116	-	167,136	57,038
Activities for generating funds	3	4,748	89,944	-	94,692	42,985
Investment income	4	2,253	-	-	2,253	352
Incoming resources from charitable activities	5	-	5,694,959	29,757	5,724,716	2,428,764
TOTAL INCOMING RESOURCES		7,021	5,952,019	29,757	5,988,797	3,336,719
RESOURCES EXPENDED						
Charitable activities	7	15,887	5,848,241	107,755	5,971,883	2,457,844
Governance costs	8	-	8,750	-	8,750	39,996
TOTAL RESOURCES EXPENDED	6	15,887	5,856,991	107,755	5,980,633	2,497,840
NET INCOMING / (OUTGOING) RESOURCES BEFORE TRANSFERS						
		(8,866)	95,028	(77,998)	8,164	838,879
Transfers between funds	15	-	(103,941)	103,941	-	-
NET INCOME FOR THE YEAR		(8,866)	(8,913)	25,943	8,164	838,879
Actuarial gains and losses on defined benefit pension schemes		-	(9,000)	-	(9,000)	35,000
NET MOVEMENT IN FUNDS FOR THE YEAR		(8,866)	(17,913)	25,943	(836)	873,879
Total funds at 1 September 2013		721,728	(355,297)	507,448	873,879	-
TOTAL FUNDS AT 31 AUGUST 2014		712,862	(373,210)	533,391	873,043	873,879

All activities relate to continuing operations.

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

The notes on pages 19 to 35 form part of these financial statements.

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08204680

BALANCE SHEET
AS AT 31 AUGUST 2014

	Note	£	2014 £	£	2013 £
FIXED ASSETS					
Tangible assets	12		533,391		507,448
CURRENT ASSETS					
Debtors	13	191,230		335,561	
Cash at bank and in hand		1,177,193		1,226,519	
		<u>1,368,423</u>		<u>1,562,080</u>	
CREDITORS: amounts falling due within one year	14	(426,771)		(656,649)	
NET CURRENT ASSETS			<u>941,652</u>		<u>905,431</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>1,475,043</u>		<u>1,412,879</u>
Defined benefit pension scheme liability	20		(602,000)		(539,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITY			<u><u>873,043</u></u>		<u><u>873,879</u></u>
FUNDS OF THE ACADEMY					
Restricted funds :					
Restricted funds	15	228,790		183,703	
Restricted fixed asset funds	15	533,391		507,448	
		<u>762,181</u>		<u>691,151</u>	
Restricted funds excluding pension liability				691,151	
Pension reserve		(602,000)		(539,000)	
		<u>160,181</u>		<u>152,151</u>	
Total restricted funds			160,181		152,151
Unrestricted funds	15		712,862		721,728
TOTAL FUNDS			<u><u>873,043</u></u>		<u><u>873,879</u></u>

The Governors consider that the academy is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the academy to obtain an audit for the year in question in accordance with section 476 of the Act. However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Governors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

The financial statements were approved by the Governors, and authorised for issue, on 11 December 2014 and are signed on their behalf, by:

Margaret Garwood

Margaret Garwood
Chair of Trustees

The notes on pages 19 to 35 form part of these financial statements.

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2014

	Note	31 August 2014 £	5 months ended 31 August 2013 £
Net cash flow from operating activities	17	52,362	1,262,750
Returns on investments and servicing of finance	18	2,253	352
Capital expenditure and financial investment	18	(103,941)	(36,583)
		<u> </u>	<u> </u>
(DECREASE)/INCREASE IN CASH IN THE YEAR		<u><u>(49,326)</u></u>	<u><u>1,226,519</u></u>

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

	31 August 2014 £	5 months ended 31 August 2013 £
(Decrease)/Increase in cash in the year	(49,326)	1,226,519
	<u> </u>	<u> </u>
MOVEMENT IN NET FUNDS IN THE YEAR	(49,326)	1,226,519
Net funds at 1 September 2013	1,226,519	-
	<u> </u>	<u> </u>
NET FUNDS AT 31 AUGUST 2014	<u><u>1,177,193</u></u>	<u><u>1,226,519</u></u>

The notes on pages 19 to 35 form part of these financial statements.

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

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

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005, the Academies Accounts Direction 2013 to 2014 issued by EFA, applicable accounting standards and the Companies Act 2006.

1.2 Company status

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

1.3 Fund accounting

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

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

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

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

1.4 Incoming resources

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

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

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

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

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

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

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.

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

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

1. ACCOUNTING POLICIES (continued)

1.5 Resources expended

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

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

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

All resources expended are inclusive of irrecoverable VAT.

1.6 Going concern

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

1.7 Tangible fixed assets and depreciation

All assets costing more than £2,000 are capitalised.

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

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

Equipment	-	10% straight line
Motor vehicles	-	20% straight line
Fixtures and fittings	-	10% straight line
Computer equipment	-	33.33% straight line

1.8 Operating leases

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

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight line basis over the period until the date the rent is expected to be adjusted to the prevailing market rate.

1.9 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.

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

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

1. ACCOUNTING POLICIES (continued)

1.10 Pensions

Retirement benefits to employees of the academy are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes and the assets are held separately from those of the academy.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in note 20, the TPS is a multi-employer scheme and the academy is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The LGPS is a funded scheme and the assets are held separately from those of the academy in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a pension interest adjustment in note 7. Actuarial gains and losses are recognised immediately in other gains and losses.

2. VOLUNTARY INCOME

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	5 months ended 31 August 2013 £
Assets transferred on conversion to academy	-	-	-	807,580
Donations	20	167,116	167,136	57,038
Voluntary income	20	167,116	167,136	864,618

3. ACTIVITIES FOR GENERATING FUNDS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	5 months ended 31 August 2013 £
Rental Income	431	-	431	260
Other Income	4,317	76,325	80,642	38,144
Music lessons	-	13,619	13,619	4,581
	4,748	89,944	94,692	42,985

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

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

4. INVESTMENT INCOME

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	5 months ended 31 August 2013 £
Bank Interest	2,253	-	2,253	352
	<u>2,253</u>	<u>-</u>	<u>2,253</u>	<u>352</u>

5. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	5 months ended 31 August 2013 £
DfE/EFA revenue grants				
General Annual Grant (GAG)	-	5,450,623	5,450,623	2,272,567
Other DfE / EFA grants	-	163,160	163,160	70,515
Start up grant	-	-	-	37,000
	<u>-</u>	<u>5,613,783</u>	<u>5,613,783</u>	<u>2,380,082</u>
Other government grants				
Local authority grants	-	104,982	104,982	48,682
Other government grants	-	5,951	5,951	-
	<u>-</u>	<u>110,933</u>	<u>110,933</u>	<u>48,682</u>
	<u>-</u>	<u>5,724,716</u>	<u>5,724,716</u>	<u>2,428,764</u>

6. RESOURCES EXPENDED

	Staff costs 2014 £	Non Pay Premises 2014 £	Expenditure Other costs 2014 £	Total 2014 £	Total 2013 £
Academy's educational operations					
-Direct costs	3,978,399	-	606,742	4,585,141	1,865,814
-Allocated support costs	330,341	593,485	462,916	1,386,742	592,030
	<u>4,308,740</u>	<u>593,485</u>	<u>1,069,658</u>	<u>5,971,883</u>	<u>2,457,844</u>
Charitable activities					
Governance	-	-	8,750	8,750	39,996
	<u>4,308,740</u>	<u>593,485</u>	<u>1,078,408</u>	<u>5,980,633</u>	<u>2,497,840</u>

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

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

7. CHARITABLE ACTIVITIES

	Total funds 2014 £	5 months ended 31 August 2013 £
DIRECT COSTS - EDUCATIONAL OPERATIONS		
Wages and salaries	3,283,330	1,297,494
National insurance	244,195	95,779
Pension cost	450,874	171,590
Educational supplies	428,414	250,456
Examination fees	78,775	1,642
Staff development	10,654	10,807
Educational consultancy	11,222	11,900
Other costs	6,153	5,231
Supply teaching	71,524	20,915
	<u>4,585,141</u>	<u>1,865,814</u>
SUPPORT COSTS - EDUCATIONAL OPERATIONS		
Wages and salaries	243,523	97,231
National insurance	14,951	5,717
Pension cost	71,867	30,469
Depreciation	107,755	35,685
LGPS FRS17 adjustment	14,000	8,000
Technology costs	49,125	3,549
Travel & subsistence	2,592	3,446
Other costs	37,896	14,371
Recruitment & support	1,006	185
Maintenance of premises & machinery	243,765	152,445
Cleaning	190,665	78,758
Rates	62,058	14,129
Energy	91,391	52,965
Insurance	82,340	32,923
Transport	355	-
Catering	48,094	16,966
Occupancy costs	5,606	459
Printing, postage and stationery	45,504	16,104
Professional fees	74,249	28,628
	<u>1,386,742</u>	<u>592,030</u>
	<u>5,971,883</u>	<u>2,457,844</u>

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

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

8. GOVERNANCE COSTS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	5 months ended 31 August 2013 £
Governance Internal audit costs	-	-	-	375
Governance Auditors' remuneration	-	4,250	4,250	5,500
Governance Auditors' non audit costs	-	4,500	4,500	1,000
Legal and professional	-	-	-	33,121
	<u>-</u>	<u>8,750</u>	<u>8,750</u>	<u>39,996</u>

9. STAFF

a. Staff costs

Staff costs were as follows:

	31 August 2014 £	5 months ended 31 August 2013 £
Wages and salaries	3,498,829	1,373,810
Social security costs	259,146	101,496
Other pension costs (Note 20)	522,741	202,059
	<u>4,280,716</u>	<u>1,677,365</u>
Supply teacher costs	22,930	20,915
Compensation payments	5,094	-
	<u>4,308,740</u>	<u>1,698,280</u>

b. Staff numbers

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

	31 August 2014 No.	5 months ended 31 August 2013 No.
Teachers	62	58
Administration and support	42	39
Management	7	7
	<u>111</u>	<u>104</u>

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

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

9. STAFF (continued)

c. Higher paid staff

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

	31 August 2014 No.	5 months ended 31 August 2013 No.
In the band £ 60,001 - £ 70,000	1	1
In the band £ 80,001 - £ 90,000	1	1
	2	2
	2	2

The above employees both participated in the Teachers' Pension Scheme. During the year ended 31 August 2014 employer's pension contributions for these staff amounted to £21,556 (2013 - £8,805).

10. GOVERNORS' REMUNERATION AND EXPENSES

The Headteacher and other staff Governors only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff, and not in respect of their services as Governors. Other Governors did not receive any payments, other than expenses, from the academy in respect of their role as Governors. The value of Governors' remuneration including pension contributions fell within the following bands:

	31 August 2014 £	5 months ended 31 August 2013 £
Ronald Munson	-	40,000-45,000
Verity J Hanson	50,000-55,000	5,000-10,000
Margaret R Divey	0-5,000	5,000-10,000
Dale Timbers	40,000-45,000	5,000-10,000
Peter Whear	100,000-105,000	-
Elizabeth Plater	70,000-75,000	-

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

11. GOVERNORS' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the academy has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £3,000,000 on any one claim and the cost for the year ended 31 August 2014 was £2,671 (2013 - £799). The cost of this insurance is included in the total insurance cost.

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

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

12. TANGIBLE FIXED ASSETS

	Equipment £	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Total £
Cost					
At 1 September 2013	198,852	13,200	182,360	148,721	543,133
Additions	70,216	-	-	63,482	133,698
At 31 August 2014	<u>269,068</u>	<u>13,200</u>	<u>182,360</u>	<u>212,203</u>	<u>676,831</u>
Depreciation					
At 1 September 2013	7,741	1,100	7,382	19,462	35,685
Charge for the year	25,125	2,640	18,236	61,754	107,755
At 31 August 2014	<u>32,866</u>	<u>3,740</u>	<u>25,618</u>	<u>81,216</u>	<u>143,440</u>
Net book value					
At 31 August 2014	<u>236,202</u>	<u>9,460</u>	<u>156,742</u>	<u>130,987</u>	<u>533,391</u>
At 31 August 2013	<u>191,111</u>	<u>12,100</u>	<u>174,978</u>	<u>129,259</u>	<u>507,448</u>

13. DEBTORS

	2014 £	2013 £
Trade debtors	71,483	216,285
Other debtors	29,012	21,959
Prepayments and accrued income	90,735	97,317
	<u>191,230</u>	<u>335,561</u>

**14. CREDITORS:
Amounts falling due within one year**

	2014 £	2013 £
Accruals and deferred income	426,771	656,649
	<u>426,771</u>	<u>656,649</u>
Deferred income		
Deferred income at 1 September 2013		23,195
Resources deferred during the year		63,697
Amounts released from previous years		(23,195)
Deferred income at 31 August 2014		<u>63,697</u>

At the balance sheet date the academy trust had DFC income, educational visits and Schools Games Organiser programme all in relation to the future.

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

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

15. STATEMENT OF FUNDS

	Brought forward £	Incoming resources £	Resources expended £	Transfers in/out £	Gains/ (Losses) £	Carried forward £
Unrestricted funds						
Unrestricted funds	721,728	7,021	(15,887)	-	-	712,862
Restricted funds						
General Annual Grant (GAG)	125,253	5,450,623	(5,372,478)	(103,941)	-	99,457
Other DfE/EFA grants	4,423	139,354	(132,338)	-	-	11,439
Other government grants	-	104,982	(73,481)	-	-	31,501
Educational Visits	31,442	130,164	(135,682)	-	-	25,924
School Games Organiser	22,585	68,540	(75,393)	-	-	15,732
Other restricted	-	58,356	(13,619)	-	-	44,737
Pension reserve	(539,000)	-	(54,000)	-	(9,000)	(602,000)
	(355,297)	5,952,019	(5,856,991)	(103,941)	(9,000)	(373,210)
Restricted fixed asset funds						
Restricted Fixed Asset Fund	507,448	-	(107,755)	133,698	-	533,391
Devolved Formula Capital	-	23,806	-	(23,806)	-	-
Academies Capital Maintenance Fund	-	5,951	-	(5,951)	-	-
	507,448	29,757	(107,755)	103,941	-	533,391
Total restricted funds	152,151	5,981,776	(5,964,746)	-	(9,000)	160,181
Total of funds	873,879	5,988,797	(5,980,633)	-	(9,000)	873,043

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

General Annual Grant (GAG)

This represents funding from the EFA to cover the costs of recurrent expenditure.

The transfer from GAG relates to the contribution from GAG funding towards the maintenance of capital assets during the year.

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

Other DfE/EFA grants

This funding is to be used to raise achievement and improve outcomes for pupils from low-income families who are eligible for free school meals, looked after children and those from families with parents in the Armed Forces.

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

Other government grants

This represents other funding from the government towards the provision of education.

Educational Visits

This represents contributions made by parents to the running of educational visits for the pupils of the Academy and the associated costs of running the trips.

School Games Organiser

This represents funding and contributions from other schools for the School Games Organiser.

Other Restricted

This represents funding received from other bodies towards a specific purpose.

Pension reserve

This fund represents the Academy's share of the deficit on the Local Government Pension Scheme (LGPS) transferred to the academy on conversion from a state controlled school.

The restricted pension fund is materially in deficit and plans to eliminate the liability on the defined benefit pension scheme are set out in note 20 based on the period end valuation.

Restricted fixed asset fund

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

Devolved Formula Capital (DFC) fund

The Academy is to use the DFC allocation to maintain and improve its buildings and facilities.

Academies Capital Maintenance Fund

The Academy has used the fund for a security door.

SUMMARY OF FUNDS

	Brought forward £	Incoming resources £	Resources expended £	Transfers in/out £	Gains/ (Losses) £	Carried forward £
General funds	721,728	7,021	(15,887)	-	-	712,862
Restricted funds	(355,297)	5,952,019	(5,856,991)	(103,941)	(9,000)	(373,210)
Restricted fixed asset funds	507,448	29,757	(107,755)	103,941	-	533,391
	<u>873,879</u>	<u>5,988,797</u>	<u>(5,980,633)</u>	<u>-</u>	<u>(9,000)</u>	<u>873,043</u>

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

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Restricted fixed asset funds 2014 £	Total funds 2014 £	5 months ended 31 August 2013 £
Tangible fixed assets	-	-	533,391	533,391	507,448
Current assets	712,862	648,278	7,283	1,368,423	1,562,080
Creditors due within one year	-	(419,488)	(7,283)	(426,771)	(656,649)
Provisions for liabilities and charges	-	(602,000)	-	(602,000)	(539,000)
	<u>712,862</u>	<u>(373,210)</u>	<u>533,391</u>	<u>873,043</u>	<u>873,879</u>

17. NET CASH FLOW FROM OPERATING ACTIVITIES

	31 August 2014 £	5 months ended 31 August 2013 £
Net incoming resources before revaluations	8,164	838,879
Returns on investments and servicing of finance	(2,253)	(352)
Assets transferred on conversion	-	(506,550)
Depreciation of tangible fixed assets	107,755	35,685
Capital grants from DfE	(29,757)	-
Decrease/(increase) in debtors	144,331	(335,561)
(Decrease)/increase in creditors	(229,878)	656,649
FRS 17 adjustments	54,000	574,000
Net cash inflow from operations	<u>52,362</u>	<u>1,262,750</u>

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

	31 August 2014 £	5 months ended 31 August 2013 £
Returns on investments and servicing of finance		
Interest received	<u>2,253</u>	<u>352</u>
Capital expenditure and financial investment		
Purchase of tangible fixed assets	(133,698)	(36,583)
Capital grants from DfE	29,757	-
Net cash outflow capital expenditure	<u>(103,941)</u>	<u>(36,583)</u>

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

19. ANALYSIS OF CHANGES IN NET FUNDS

	1 September 2013 £	Cash flow £	Other non-cash changes £	31 August 2014 £
Cash at bank and in hand:	1,226,519	(49,326)	-	1,177,193
Net funds	<u>1,226,519</u>	<u>(49,326)</u>	<u>-</u>	<u>1,177,193</u>

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NOTES TO THE FINANCIAL STATEMENTS
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20. 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 Norfolk County Council. Both are defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2004 and of the LGPS 31 March 2010.

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.

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

Valuation of the Teachers' Pension Scheme

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 for service to the effective date of £191,500 million, and notional assets of £176,600 million, giving a notional past service deficit of £14,900 million; and
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations.

The new employer contribution rate is applicable from 1 April 2015 and will be implemented for the TPS from September 2015.

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

Teachers' Pension Scheme Changes

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

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

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

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

20. PENSION COMMITMENTS (continued)

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

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2014 was £146,000, of which employer's contributions totalled £108,000 and employees' contributions totalled £38,000. The agreed contribution rates for future years are 16.8% 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.

The amounts recognised in the Balance Sheet are as follows:

	31 August 2014 £	5 months ended 31 August 2013 £
Present value of funded obligations	(1,810,000)	(1,486,000)
Fair value of scheme assets	1,208,000	947,000
	<hr/>	<hr/>
Net liability	(602,000)	(539,000)
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The amounts recognised in the Statement of Financial Activities are as follows:

	31 August 2014 £	5 months ended 31 August 2013 £
Current service cost	(148,000)	(57,000)
Interest on obligation	(73,000)	(27,000)
Expected return on scheme assets	59,000	19,000
	<hr/>	<hr/>
Total	(162,000)	(65,000)
	<hr/> <hr/>	<hr/> <hr/>
Actual return on scheme assets	115,000	19,000
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

20. PENSION COMMITMENTS (continued)

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

	31 August 2014 £	5 months ended 31 August 2013 £
Opening defined benefit obligation	1,486,000	-
Current service cost	148,000	57,000
Interest cost	73,000	27,000
Contributions by scheme participants	38,000	14,000
Actuarial Losses/(gains)	65,000	(34,000)
Present value of defined benefit obligation on conversion	-	1,422,000
	<u>1,810,000</u>	<u>1,486,000</u>
Closing defined benefit obligation	<u>1,810,000</u>	<u>1,486,000</u>

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

	31 August 2014 £	5 months ended 31 August 2013 £
Opening fair value of scheme assets	947,000	-
Expected return on assets	59,000	19,000
Actuarial gains and (losses)	56,000	1,000
Contributions by employer	108,000	39,000
Contributions by employees	38,000	14,000
Fair value of scheme assets on conversion	-	874,000
	<u>1,208,000</u>	<u>947,000</u>
	<u>1,208,000</u>	<u>947,000</u>

The cumulative amount of actuarial gains and losses recognised in the Statement of Financial activities was £26,000 gain (2013 - £35,000 gain).

The academy expects to contribute £110,000 to its Local Government Pension Scheme in 2015.

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

	2014	2013
Equities	65.00 %	67.00 %
Bonds	21.00 %	20.00 %
Property	11.00 %	11.00 %
Cash	3.00 %	2.00 %

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

	2014	2013
Discount rate for scheme liabilities	3.70 %	4.60 %
Expected return on scheme assets at 31 August	5.40 %	5.80 %
Rate of increase in salaries	3.40 %	5.10 %
Rate of increase for pensions in payment / inflation	2.60 %	2.80 %

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20. PENSION COMMITMENTS (continued)

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

	2014	2013
Retiring today		
Males	22.1	21.2
Females	24.3	23.4
Retiring in 20 years		
Males	24.5	23.6
Females	26.9	25.8

Amounts for the current and previous period are as follows:

Defined benefit pension schemes

	2014 £	2013 £
Defined benefit obligation	(1,810,000)	(1,486,000)
Scheme assets	1,208,000	947,000
Deficit	(602,000)	(539,000)
Experience adjustments on scheme assets	56,000	1,000

21. OPERATING LEASE COMMITMENTS

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

	Land and buildings		2014	Other 2013
	2014	2013		
Expiry date:	£	£	£	£
Between 2 and 5 years	-	-	3,609	3,609
	-	-	3,609	3,609

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NOTES TO THE FINANCIAL STATEMENTS
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22. RELATED PARTY TRANSACTIONS

Owing to the nature of the academy's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which a governor has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy's financial regulations and normal procurement procedures.

Taverham Recreational Facilities Limited owns the all weather hockey pitches and facilities adjoining the school premises, which the school uses. Taverham Recreational Facilities Limited is a charitable company of which Timothy W Aldous (resigned governor) is a director and Elizabeth Plater (governor) is a director (appointed 27 March 2014).

Included in accruals in the prior year was an amount owed to Taverham Recreational Facilities Limited in respect of a contribution to the cost of resurfacing the pitches during the prior year to reflect the schools past use of them. The £75,000 accrual was paid in the current year. There were no other transactions in respect of this during this year.

As part of an agreement entered into prior to the school converting to an academy rent was paid to Taverham Recreational Facilities Limited of £19,000 (2013 - £Nil) for the use of facilities within the pavilion.

Income was received during the period from Taverham Recreational Facilities Limited of £Nil (2013 - £275), included in trade debtors is an amount owed of £Nil (2013 - £98).

Income was received during the period of £Nil (2013 - £950) from Mr R Munson (resigned governor).