

Registered number: 08204680

TAVERHAM HIGH SCHOOL

GOVERNORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2015

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS MEMBERS/ TRUSTEES AND
ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2015**

Members	Andre Korolus Margaret Garwood, Chair Keith G M Ratcliffe
Trustees	Verity J Hanson Andrew Drummond Jeremy A Fry (resigned 8 September 2015) Jonathan P Foot John D Smith Elizabeth A Waller Gavin H Struthers (resigned 17 September 2014) Paul Seabrook Dale Timbers Joanna Ellis Stephen G Artis Peter H Whear (resigned 31 January 2015) Ian Colman (resigned 30 April 2015) Sally K Philpot Elizabeth Plater, Headteacher (appointed 1 September 2014) Margaret Garwood, Chair Keith G M Ratcliffe Andre Korolus Timothy M Horrobin (appointed 15 October 2015)
Company registered number	08204680
Principal and registered office	Beech Avenue Norwich Norfolk NR8 6HP
Company secretary	Alison Turner
Senior management team	Elizabeth Plater, Acting Headteacher and then Headteacher from 1 February 2015 Shirely Naisby, Assistant Headteacher Neil Philpott, Assistant Headteacher Paul Rapley, Assistant Headteacher Dave Hyett, Assistant Headteacher Alison Turner, School Business Manager Peter H Whear, Headteacher until 31 January 2015
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

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS MEMBERS/ TRUSTEES AND
ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2015**

Administrative details (continued)

Solicitors	Eversheds 85 Queen Victoria Street London EC4V 4JL
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TAVERHAM HIGH SCHOOL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2015

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 2015. 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 1129 in the October 2015 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.

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 £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. Trustees are recruited and appointed in accordance with this and on the following bases:

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 Verity Hanson, Dale Timbers and Sally Philpot.

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 (resigned 6 August 2015).

Co-opted Governors may be appointed by governors who have not themselves been so appointed. These are Paul Seabrook and Ian Colman (resigned 30 April 2015).

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

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

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.

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 and Pay Review Sub Committee
School Development Planning Committee.

(Committees consist 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.

OBJECTIVES AND ACTIVITIES

Objects 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.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

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 (more able students/ 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; and
- conducting the academy's business in accordance with the highest standards of integrity.

Specifically, the school has:

- Developed whole school CPD to support developments in Teaching and Learning;
- Increased intervention including 1-1 tuition;
- Followed a classroom lesson observation programme;
- Reviewed the curriculum in the light of national changes at GCSE and A Level;
- Developed the use of data; and
- Further developed its work for Charity by undertaking the first RAG week: nearly £4000 raised for local and international charities.

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.

STRATEGIC REPORT

Achievements and performance

In November 2012 Ofsted confirmed that the Taverham High School (THS) examination results continue to be above average and students at THS make good progress. The GCSE results in 2015 continue to be very encouraging: 63% of the cohort achieved 5A*-C grades including English and Maths. 25% of GCSE results were at A* or A grades. Progress in Maths far exceeds national expectations and, in English, is in line with national standards. Many students undertook a Btec in Business Studies with impressive results and the results in ICT (ECDL) were excellent. 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 their A2 examinations in June 2015. 33% of all students achieved an A*-B grade and 100% of students achieved A*-E. All students who applied to university have secured a place.

Key attainment indicators for THS 2015

- 63% of Year 11 attained 5+ A*-C grades at GCSE including English and Maths (within national expectations)
- Capped Average Point Score of 325
- 16% of Year 11 achieved 6+A*-A grades (significantly above national expectations)
- 81% of Year 11 achieved A*-C in Maths and 68% achieved A*-C in English

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TRUSTEES' REPORT (continued)
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Key Performance Indicators

The governors receive reports at every finance meeting 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 -2015 were 1151. This includes an increased number in Yr 12 thanks 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 2014/15 this was 73.4% 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 Headteacher and Curriculum Committee
- Capital investment in developing the infrastructure to provide enhanced curriculum opportunities-monitored by the SBM/ Audit F&B, Curriculum & SOP 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.

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 2015 the Trust received £5,951,114 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 all of its restricted funds with a deficit in the year of £104,695 (not including the FRS17 pension adjustments or costs) and had a deficit of £111,478 from its unrestricted funds. With funds brought forward of £941,652, the surplus carried forward has decreased to £725,479 (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 £601,384. 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 3-4 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 £1,139,920. The Governors have determined that they should hold a cash contingency of a minimum of £250,000 across 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 £699,000. 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

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

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.

As an academy school, the level of financial risk is relatively low. While school budgets are protected from government cuts further education budgets are being reduced annually. This will reduce the money the school receives from its Sixth Form. 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.

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TRUSTEES' REPORT (continued)
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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 10 December 2015 and signed on its behalf by:

Margaret Garwood

Margaret Garwood
Chair of Governors

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GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

As trustees, 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	3	4
Margaret Garwood, Chair	4	4
Keith G M Ratcliffe	4	4
Verity J Hanson	1	4
Andrew Drummond	4	4
Jeremy A Fry	2	4
Jonathan P Foot	3	4
John D Smith	4	4
Elizabeth A Waller	4	4
Gavin H Struthers	0	0
Paul Seabrook	2	4
Dale Timbers	3	4
Joanna Ellis	4	4
Stephen G Artis	3	4
Peter H Whear	0	0
Ian Colman	3	4
Sally K Philpot	2	4
Elizabeth Plater, Headteacher	4	4
Timothy M Horrobin	0	0

The previous Accounting Officer, Peter Whear left office during the year. During his absence, Elizabeth Plater was Acting Headteacher and appointed as Headteacher during the year. Elizabeth Plater was also appointed as a trustee during the year.

Governance reviews:

The trust did not carry out a formal governance review during the year but aims to do so in the following year.

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	4	4
Margaret Garwood	4	4
Jonathan Foot	2	4
Stephen G Artis	4	4
Elizabeth Plater	4	4
Elizabeth A Waller (joined May 2015)	1	1
Peter Whear	0	4

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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 trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where available. The accounting officer for the academy trust has delivered improved value for money during the year by:

- Improving educational results

The Academy has retained its focus on improving educational outcomes for all its students. Additional specialist and individualised support has been deployed to assist students in both English and Maths to ensure 3 levels of progress is being made by as many students as possible. A specialist teacher and teaching assistant have been employed to focus specifically on the students who need particular support to reach their academic targets. Specific Learning Awareness lessons have been introduced in KS3 to continue to develop and improve the literacy attainment levels of students with lower prior attainment. A comprehensive intervention programme was followed, including the purchase of a morning's training on revision skills for all students in Yr 11.

The 2015 GCSE results were strong, with 69% of students achieving 5 GCSEs A*-C, and 63% of students achieving 5 GCSEs A*-C including English and Maths. At A level the average points per student in 2015 was 677.93. Both A Level and GCSE results compare favourably when set in the national and local context. To maintain and improve on this level even further, the school has considered and implemented ways to impact on KS4 students' ability to become more independent and resilient learners in preparation for sixth form study. Study periods have been introduced for Yr 12 - although unsupervised attendance is monitored and hence attitudes to study are improving rapidly. With the growth of the 6th Form the school is taking advantage of its daytime occupancy of the Pavilion - Yr 13 now have their own Common Room and study area in the Pavilion.

It is the intention of the school to purchase software (SISRA) to work alongside Progresso as an analytical tool to help in the analysis of examination results. This will allow greater intervention for KS4 students.

To assist in our intervention programme for Years 10 and 11, local Lloyds Bank employees have been assisting with mentoring - 16 students are currently mentored on a monthly basis.

- Pupil Premium

The pupil premium funding is effectively and appropriately deployed and the progress of students benefitting from related interventions is tracked. As part of pupil premium monitoring, subject areas have been required to set out plans for improving the performance of vulnerable groups which has facilitated a much more targeted approach. This is monitored through the lesson observation programme. Heads of Year are now expected to attend SLT meetings on a half termly basis to report on their interventions and the progress of pupil premium students.

As part of Pupil Premium expenditure a full programme of 1:1 tuition is undertaken with low ability students and those requiring specific intervention. For Yr 7 this is partially funded through the Catch up Grant. To broaden uptake and to spread costs, some 1:1 has been expanded to small group sessions.

- CPD

The school has adopted a fresh approach to CPD. The focus is on improving many aspects of T&L using 'in-house' expertise. External INSET is only purchased very occasionally and mostly for training on new examination courses at GCSE and A level. The CPD budget will be reduced by £5000 in 2015-16 down to £20,000.

Middle Managers are developing an 'in house' course to allow staff to 'act up'. This 'MAP course' is giving CPD opportunities for ambitious staff at minimal cost.

The school bought into the well subsidised 'Norfolk Good to Great' and hence received much high quality INSET and

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GOVERNANCE STATEMENT (continued)

advice through NGtoG, reducing the need to look to other external providers. The advice given has supported all our developments in T&L.

- 6th Form

This was the first year when students in both Yrs 12 & 13 were part of our own independent 6th Form. This has enabled the development of a more "fit-for-purpose" KS5 curriculum and teaching whilst the students themselves have been able to take a much more high profile part in school life. This has led to very successful recruitment into the sixth form in September 14.

The Governing Body were able to support the 6th Form by making two appointments – a Head of Yr 12 & Yr 13. Consequently the leadership and management of the 6th Form has been much enhanced and recruitment has been supported.

The newly appointed head of Yr 13 has initiated excellent training for the UCAS process and has given a particular focus to raising ambition by developing strong links with Russell Group universities and encouraging many applications. Consequently, the academic profile of the 6th Form is being strengthened.

- Attendance

Internal processes have been strengthened to improve attendance and lateness. Through the developments of ACE links have been strengthened with local agencies and the police. This is particularly important for young people experiencing mental health issues.

- Inspection

The Academy received an Ofsted inspection in November 2012 and received a "Good Judgement". A more rigorous Line Management system is seeking to ensure increased accountability at all levels. The Performance Management system has been rewritten and received Staff and Governor approval. Hence pay progression is monitored by myself and by the Governors Pay Review Committee. Strategies are being implemented to ensure the Academy retains the "Good" judgement at its next inspection.

- Catering

The catering contract that was in place came to an end in July 2015. A new contractor was sought and has started in the school from 01.09.15 – the school no longer is required to underwrite the contract and improved menus, local sourcing of food and fairer pricing means that uptake of school meals has already increased. It is hoped that the introduction of a cashless system will further boost uptake. The projected savings are in the region of £15,000pa.

- Staffing

Through the Staffing and AFB Governor committees the staffing structure and pupil/staff ratio is regularly reviewed. For 2015/16 there is a staff reduction by 1.2 bringing a saving of £50,400 approx pa. The use of Cover Supervisors and new arrangements for booking cover should mean a reduction in the use of supply teachers.

- Financial Governance and oversight

As Accounting Officer I am responsible for reviewing the effectiveness of the systems of internal control. During the year the review has been informed by The Audit, Finance and Buildings Committee who meet half termly to approve the budget, consider reports on funding, in-year budget monitoring, medium term planning and the statutory report and accounts (and audit thereof). At these meetings Trustees have the opportunity to advise and challenge decision makers on the cost and effectiveness of spending proposals in order to achieve value for money.

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GOVERNANCE STATEMENT (continued)

The school buys The Responsible Officer Support Service provided by Norfolk County Council Finance. This service provides an ongoing independent assurance that:

- The financial responsibilities of the governing body are being properly discharged;
- Resources are being managed in an efficient, economical and effective manner;
- Sound systems of internal control are being maintained; and
- Financial considerations are fully taken into account in reaching decisions

All Responsible Officer reports were excellent during 14/15 with no significant areas of concern raised.

- **Better Purchasing**

As far as is possible the trust is continually reviewing and renegotiating the contracts that it holds with suppliers. In addition the school premises are run under a Private Funding Initiative agreement which means most premises supplier contracts are managed by the PFI partner. This enables the senior managers of the Academy to work closely with the Partner to ensure the premises are excellently maintained and fit for purpose. Our facilities remain outstanding. Trustees and school managers will continue to develop procedures for assessing need and obtaining goods and services that provide "best value" in terms of suitability, efficiency, time and cost.

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 2014 to 31 August 2015 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 2014 to 31 August 2015 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

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 Norfolk County Finance to carry out termly responsible officer visits. The reports from these visits are considered by governors at finance meetings.

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.

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)

REVIEW OF EFFECTIVENESS

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

- the work of the 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 10 December 2015 and signed on its behalf, by:

Margaret Garwood

Margaret Garwood
Chair of Governors

E Plater

Elizabeth Plater
Accounting Officer

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

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 (2014).

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 (2014).

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
Accounting Officer

Date: 10 December 2015

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

GOVERNORS' RESPONSIBILITIES STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015

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 10 December 2015 and signed on its behalf by:

Margaret Garwood

Margaret Garwood
Chair of Governors

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF TAVERHAM HIGH SCHOOL

We have audited the financial statements of Taverham High School for the year ended 31 August 2015 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 2014 to 2015 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 2015 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Academies Accounts Direction 2014 to 2015 issued by the Education Funding Agency.

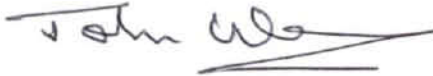
TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS 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
- the Governors were not entitled to take advantage of the small companies' exemption from the requirement to prepare a Strategic Report.



John Warren FCA (Senior Statutory Auditor)

Price Bailey LLP

Chartered Accountants
Statutory Auditors

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

Date: 16 December 2015

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 23 September 2015 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2014 to 2015, 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 2014 to 31 August 2015 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to 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 2014, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

APPROACH

We conducted our engagement in accordance with the Academies Accounts Direction 2014 to 2015 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:

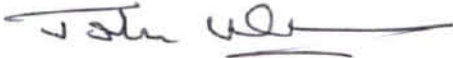
- Consideration and corroboration of the evidence supporting the accounting officers statement on regularity, propriety and compliance.
- Evaluation of the general control environment of the academy trust, extending the procedures required for financial statements to include regularity.
- Discussions 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 2014 to 31 August 2015 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



John Warren FCA (Reporting Accountant)

Price Bailey LLP

Chartered Accountants

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

Date: 16 December 2015

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 2015

	Note	Unrestricted funds 2015 £	Restricted funds 2015 £	Restricted fixed asset funds 2015 £	Total funds 2015 £	Total funds 2014 £
INCOMING RESOURCES						
Incoming resources from generated funds:						
Voluntary income	2	-	150,677	-	150,677	167,136
Activities for generating funds	3	-	165,900	-	165,900	94,692
Investment income	4	2,614	-	-	2,614	2,253
Incoming resources from charitable activities	5	-	5,608,175	23,748	5,631,923	5,724,716
TOTAL INCOMING RESOURCES		<u>2,614</u>	<u>5,924,752</u>	<u>23,748</u>	<u>5,951,114</u>	<u>5,988,797</u>
RESOURCES EXPENDED						
Charitable activities	7	114,092	6,034,948	125,810	6,274,850	5,971,883
Governance costs	8	-	6,750	-	6,750	8,750
TOTAL RESOURCES EXPENDED	6	<u>114,092</u>	<u>6,041,698</u>	<u>125,810</u>	<u>6,281,600</u>	<u>5,980,633</u>
NET INCOMING / (OUTGOING) RESOURCES BEFORE TRANSFERS						
		(111,478)	(116,946)	(102,062)	(330,486)	8,164
Transfers between funds	16	-	(48,749)	48,749	-	-
NET INCOME / (EXPENDITURE) FOR THE YEAR		<u>(111,478)</u>	<u>(165,695)</u>	<u>(53,313)</u>	<u>(330,486)</u>	<u>8,164</u>
Actuarial gains and losses on defined benefit pension schemes		-	(36,000)	-	(36,000)	(9,000)
NET MOVEMENT IN FUNDS FOR THE YEAR		<u>(111,478)</u>	<u>(201,695)</u>	<u>(53,313)</u>	<u>(366,486)</u>	<u>(836)</u>
Total funds at 1 September 2014		<u>712,862</u>	<u>(373,210)</u>	<u>533,391</u>	<u>873,043</u>	<u>873,879</u>
TOTAL FUNDS AT 31 AUGUST 2015		<u><u>601,384</u></u>	<u><u>(574,905)</u></u>	<u><u>480,078</u></u>	<u><u>506,557</u></u>	<u><u>873,043</u></u>

All activities relate to continuing operations.

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

The notes on pages 23 to 39 form part of these financial statements.

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

BALANCE SHEET
AS AT 31 AUGUST 2015

	Note	£	2015 £	£	2014 £
FIXED ASSETS					
Tangible assets	13		461,240		533,391
CURRENT ASSETS					
Debtors	14	219,684		191,230	
Cash at bank and in hand		1,139,920		1,177,193	
		<u>1,359,604</u>		<u>1,368,423</u>	
CREDITORS: amounts falling due within one year	15	(615,287)		(426,771)	
NET CURRENT ASSETS			<u>744,317</u>		<u>941,652</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>1,205,557</u>		<u>1,475,043</u>
Defined benefit pension scheme liability	21		(699,000)		(602,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITY			<u>506,557</u>		<u>873,043</u>
FUNDS OF THE ACADEMY					
Restricted funds :					
General restricted funds	16	124,095		228,790	
Restricted fixed asset funds	16	480,078		533,391	
		<u>604,173</u>		<u>762,181</u>	
Restricted funds excluding pension liability		604,173		762,181	
Pension reserve		(699,000)		(602,000)	
Total restricted funds			<u>(94,827)</u>		<u>160,181</u>
Unrestricted funds	16		601,384		712,862
TOTAL FUNDS			<u>506,557</u>		<u>873,043</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 10 December 2015 and are signed on their behalf, by:

Margaret Garwood

Margaret Garwood
Chair of Trustees

The notes on pages 23 to 39 form part of these financial statements.

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015

	Note	2015 £	2014 £
Net cash flow from operating activities	18	(9,976)	52,362
Returns on investments and servicing of finance	19	2,614	2,253
Capital expenditure and financial investment	19	(29,911)	(103,941)
DECREASE IN CASH IN THE YEAR		(37,273)	(49,326)

RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS
FOR THE YEAR ENDED 31 AUGUST 2015

	2015 £	2014 £
Decrease in cash in the year	(37,273)	(49,326)
MOVEMENT IN NET FUNDS IN THE YEAR	(37,273)	(49,326)
Net funds at 1 September 2014	1,177,193	1,226,519
NET FUNDS AT 31 AUGUST 2015	1,139,920	1,177,193

The notes on pages 23 to 39 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 2015

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 2014 to 2015 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 2015

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 Agency Arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from EFA. Payments received from EFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The funds received and paid and any balances held are disclosed in note 24.

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

1. ACCOUNTING POLICIES (continued)

1.10 Taxation

The academy is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the academy is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.11 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 21, 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 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Donations	-	150,677	150,677	167,136
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

3. ACTIVITIES FOR GENERATING FUNDS

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Rental Income	-	-	-	431
Other Income	-	153,772	153,772	80,642
Music lessons	-	12,128	12,128	13,619
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	-	165,900	165,900	94,692
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

4. INVESTMENT INCOME

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Bank Interest	2,614	-	2,614	2,253

5. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
DfE/EFA revenue grants				
General Annual Grant (GAG)	-	5,104,947	5,104,947	5,450,623
Other DfE / EFA grants	-	196,783	196,783	163,160
	-	5,301,730	5,301,730	5,613,783
Other government grants				
Local authority grants	-	308,113	308,113	104,982
Other government grants	-	22,080	22,080	5,951
	-	330,193	330,193	110,933
	-	5,631,923	5,631,923	5,724,716

6. RESOURCES EXPENDED

	Staff costs 2015 £	Non Pay Premises 2015 £	Expenditure Other costs 2015 £	Total 2015 £	Total 2014 £
Academy's educational operations					
-Direct costs	4,161,161	-	770,483	4,931,644	4,585,141
-Allocated support costs	358,570	589,329	395,307	1,343,206	1,386,742
Charitable activities	4,519,731	589,329	1,165,790	6,274,850	5,971,883
Governance	-	-	6,750	6,750	8,750
	4,519,731	589,329	1,172,540	6,281,600	5,980,633

TAVERHAM HIGH SCHOOL
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

7. CHARITABLE ACTIVITIES

	Total funds 2015 £	Total funds 2014 £
DIRECT COSTS - EDUCATIONAL OPERATIONS		
Wages and salaries	3,438,760	3,283,330
National insurance	247,467	244,195
Pension cost	474,934	450,874
Educational supplies	482,329	428,414
Examination fees	100,169	78,775
Staff development	18,590	10,654
Educational consultancy	46,023	11,222
Other costs	-	6,153
Supply teaching	123,372	71,524
	<u>4,931,644</u>	<u>4,585,141</u>
SUPPORT COSTS - EDUCATIONAL OPERATIONS		
Wages and salaries	250,826	243,523
National insurance	14,461	14,951
Pension cost	93,283	71,867
Depreciation	125,810	107,755
LGPS FRS17 adjustment	2,000	14,000
Technology costs	39,969	49,125
Travel & subsistence	4,816	2,592
Other costs	38,647	37,896
Recruitment & support	6,311	1,006
Maintenance of premises & machinery	182,687	243,765
Cleaning	193,279	190,665
Rates	55,128	62,058
Energy	106,788	91,391
Insurance	87,200	82,340
Transport	476	355
Catering	43,788	48,094
Occupancy costs	426	5,606
Printing, postage and stationery	29,428	45,504
Professional fees	67,883	74,249
	<u>1,343,206</u>	<u>1,386,742</u>
	<u>6,274,850</u>	<u>5,971,883</u>

8. GOVERNANCE COSTS

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Governance Auditors' remuneration	-	4,950	4,950	4,950
Governance Auditors' non audit costs	-	1,800	1,800	3,800
	<u>-</u>	<u>6,750</u>	<u>6,750</u>	<u>8,750</u>
	<u>-</u>	<u>6,750</u>	<u>6,750</u>	<u>8,750</u>

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FOR THE YEAR ENDED 31 AUGUST 2015**

9. NET INCOMING / (OUTGOING) RESOURCES

This is stated after charging:

	2015	2014
	£	£
Depreciation of tangible fixed assets:		
- owned by the charity	125,810	107,755
Auditors' remuneration	4,950	4,950
Auditors' remuneration - non-audit	1,800	3,800
Operating lease rentals:		
- plant and machinery	3,609	3,609
	3,609	3,609

10. STAFF

a. Staff costs

Staff costs were as follows:

	2015	2014
	£	£
Wages and salaries	3,631,827	3,498,829
Social security costs	261,928	259,146
Other pension costs (Note 21)	568,217	522,741
	4,461,972	4,280,716
Supply teacher costs	10,285	22,930
Staff restructuring costs	47,474	5,094
	4,519,731	4,308,740

b. Staff severance payments

Included in compensation payments are non-statutory/non-contractual severance payments totalling £47,474 (2014: £NIL). Individually, the payments were: £3,100, £35,000 and £9,374.

c. Staff numbers

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

	2015	2014
	No.	No.
Teachers	66	62
Administration and support	39	42
Management	6	7
	111	111

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**NOTES TO THE FINANCIAL STATEMENTS
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10. STAFF (continued)

d. Higher paid staff

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

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

The above employees all participated in the Teachers' Pension Scheme. During the year ended 31 August 2015 actual employer's pension contributions for these staff amounted to £18,906 (2014 - £21,556).

11. GOVERNORS' REMUNERATION AND EXPENSES

One or more Governors has been paid remuneration or has received other benefits from an employment with the academy trust. The Principal and other staff Governors 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 Governors. The value of Governors' remuneration including pension contributions and other benefits was as follows:

Verity J Hanson

Remuneration £30,000 - £35,000 (2014: £40,000 - £45,000)

Employer's pension contributions £5,000 - £10,000 (2014: £5,000 - £10,000)

Sally K Philpot

Remuneration £25,000 - £30,000 (2014: £Nil)

Employer's pension contributions £0 - £5,000 (2014: £Nil)

Margaret R Divey

Remuneration £Nil (2014: £0 - £5,000)

Employer's pension contributions £Nil (2014: £0 - £5,000)

Dale Timbers

Remuneration £40,000 - £45,000 (2014: £35,000 - £40,000)

Employer's pension contributions £5,000 - £10,000 (2014: £5,000 - £10,000)

Peter Whear

Remuneration £70,000 - £75,000 (2014: £85,000 - £90,000)

Employer's pension contributions £5,000 - £10,000 (2014: £10,000 - £15,000)

Elizabeth Plater

Remuneration £85,000 - £90,000 (2014: £60,000 - £65,000)

Employer's pension contributions £10,000 - £15,000 (2014: £5,000 - £10,000)

During the year ended 31 August 2015, expenses totalling £66 (2014 - £NIL) were reimbursed to 1 Governor (2014: £NIL).

Other related party transactions involving trustees are set out in note 23.

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12. GOVERNORS' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the academy has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £3,000,000 on any one claim and the cost for the year ended 31 August 2015 was £2,132 (2014 - £2,671). The cost of this insurance is included in the total insurance cost.

13. TANGIBLE FIXED ASSETS

	Equipment £	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Total £
Cost					
At 1 September 2014	269,068	13,200	182,360	212,203	676,831
Additions	6,056	-	-	47,603	53,659
Transfer between classes	(5,843)	-	-	5,843	-
At 31 August 2015	<u>269,281</u>	<u>13,200</u>	<u>182,360</u>	<u>265,649</u>	<u>730,490</u>
Depreciation					
At 1 September 2014	32,866	3,740	25,618	81,216	143,440
Charge for the year	26,774	2,640	18,236	78,160	125,810
At 31 August 2015	<u>59,640</u>	<u>6,380</u>	<u>43,854</u>	<u>159,376</u>	<u>269,250</u>
Net book value					
At 31 August 2015	<u>209,641</u>	<u>6,820</u>	<u>138,506</u>	<u>106,273</u>	<u>461,240</u>
At 31 August 2014	<u>236,202</u>	<u>9,460</u>	<u>156,742</u>	<u>130,987</u>	<u>533,391</u>

14. DEBTORS

	2015 £	2014 £
Trade debtors	10,334	12,960
VAT recoverable	46,740	29,012
Prepayments and accrued income	162,610	149,258
	<u>219,684</u>	<u>191,230</u>

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15. CREDITORS:
Amounts falling due within one year

	2015 £	2014 £
Trade creditors	249,436	320,501
Taxation and social security	75,933	-
Other creditors	99,162	-
Accruals and deferred income	190,756	106,270
	615,287	426,771
£		
Deferred income		
Deferred income at 1 September 2014		63,697
Resources deferred during the year		181,554
Amounts released from previous years		(63,697)
		181,554

At the balance sheet date the academy trust was holding funds received in advance in relation to DFC income, Dyslexia Outreach Service, educational visits and Schools Games Organiser programme.

16. STATEMENT OF FUNDS

	Brought forward £	Incoming resources £	Resources expended £	Transfers in/out £	Gains/ (Losses) £	Carried forward £
Unrestricted funds						
Unrestricted funds	712,862	2,614	(114,092)	-	-	601,384
	712,862	2,614	(114,092)	-	-	601,384
Restricted funds						
General Annual Grant (GAG)	99,457	5,104,947	(5,155,655)	(48,749)	-	-
Other DfE/EFA grants	11,439	173,035	(184,474)	-	-	-
Other government grants	31,501	116,753	(148,254)	-	-	-
Educational Visits	25,924	139,702	(145,229)	-	-	20,397
School Games Organiser	15,732	103,505	(33,747)	-	-	85,490
Other restricted	44,737	39,333	(84,070)	-	-	-
Dyslexia Outreach Service	-	247,477	(229,269)	-	-	18,208
Pension reserve	(602,000)	-	(61,000)	-	(36,000)	(699,000)
	(373,210)	5,924,752	(6,041,698)	(48,749)	(36,000)	(574,905)

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

Restricted fixed asset funds

Restricted Fixed Asset Fund	533,391	-	(121,075)	4,910	-	417,226
Capital Expenditure from GAG	-	-	(4,735)	48,749	-	44,014
DfE/EFA capital grants	-	23,748	-	(4,910)	-	18,838
	<u>533,391</u>	<u>23,748</u>	<u>(125,810)</u>	<u>48,749</u>	<u>-</u>	<u>480,078</u>
Total restricted funds	<u>160,181</u>	<u>5,948,500</u>	<u>(6,167,508)</u>	<u>-</u>	<u>(36,000)</u>	<u>(94,827)</u>
Total of funds	<u><u>873,043</u></u>	<u><u>5,951,114</u></u>	<u><u>(6,281,600)</u></u>	<u><u>-</u></u>	<u><u>(36,000)</u></u>	<u><u>506,557</u></u>

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 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 2015.

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.

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 21 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

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

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.

SUMMARY OF FUNDS

	Brought forward £	Incoming resources £	Resources expended £	Transfers in/out £	Gains/(Losses) £	Carried forward £
General funds	712,862	2,614	(114,092)	-	-	601,384
Restricted funds	(373,210)	5,924,752	(6,041,698)	(48,749)	(36,000)	(574,905)
Restricted fixed asset funds	533,391	23,748	(125,810)	48,749	-	480,078
	<u>873,043</u>	<u>5,951,114</u>	<u>(6,281,600)</u>	<u>-</u>	<u>(36,000)</u>	<u>506,557</u>

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2015 £	Restricted funds 2015 £	Restricted fixed asset funds 2015 £	Total funds 2015 £	Total funds 2014 £
Tangible fixed assets	-	-	461,240	461,240	533,391
Current assets	601,384	739,382	18,838	1,359,604	1,368,423
Creditors due within one year	-	(615,287)	-	(615,287)	(426,771)
Pension scheme liability	-	(699,000)	-	(699,000)	(602,000)
	<u>601,384</u>	<u>(574,905)</u>	<u>480,078</u>	<u>506,557</u>	<u>873,043</u>

18. NET CASH FLOW FROM OPERATING ACTIVITIES

	2015 £	2014 £
Net incoming resources before revaluations	(330,486)	8,164
Returns on investments and servicing of finance	(2,614)	(2,253)
Depreciation of tangible fixed assets	125,810	107,755
Capital grants from DfE	(23,748)	(29,757)
(Increase)/decrease in debtors	(28,454)	144,331
Increase/(decrease) in creditors	188,516	(229,878)
FRS 17 adjustments	61,000	54,000
Net cash (outflow)/inflow from operations	<u>(9,976)</u>	<u>52,362</u>

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

	2015 £	2014 £
Returns on investments and servicing of finance		
Interest received	2,614	2,253
	<u>2,614</u>	<u>2,253</u>
Capital expenditure and financial investment		
Purchase of tangible fixed assets	(53,659)	(133,698)
Capital grants from DfE	23,748	29,757
	<u>(29,911)</u>	<u>(103,941)</u>
Net cash outflow capital expenditure	<u>(29,911)</u>	<u>(103,941)</u>

20. ANALYSIS OF CHANGES IN NET FUNDS

	1 September 2014 £	Cash flow £	Other non-cash changes £	31 August 2015 £
Cash at bank and in hand:	1,177,193	(37,273)	-	1,139,920
Net funds	<u>1,177,193</u>	<u>(37,273)</u>	<u>-</u>	<u>1,139,920</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015

21. 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 2012 and of the LGPS 31 March 2013.

Contributions amounting to £64,819 were payable to the schemes at 31 August 2015 (2014 - £NIL) and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

The pension costs paid to TPS in the period amounted to £388,195 (2014: £374,741).

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

Under the definitions set out in Financial Reporting Standard (FRS 17) Retirement Benefits, the TPS is a multi-employer pension scheme. The academy 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

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21. PENSION COMMITMENTS (continued)

contribution made for the year ended 31 August 2015 was £162,000, of which employer's contributions totalled £121,000 and employees' contributions totalled £41,000. 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:

	2015 £	2014 £
Present value of funded obligations	(2,122,000)	(1,810,000)
Fair value of scheme assets	1,423,000	1,208,000
	<u> </u>	<u> </u>
Net liability	(699,000)	(602,000)
	<u> </u>	<u> </u>

The amounts recognised in the Statement of Financial Activities are as follows:

	2015 £	2014 £
Current service cost	(180,000)	(148,000)
Interest on obligation	(71,000)	(73,000)
Expected return on scheme assets	69,000	59,000
	<u> </u>	<u> </u>
Total	(182,000)	(162,000)
	<u> </u>	<u> </u>
Actual return on scheme assets	53,000	115,000
	<u> </u>	<u> </u>

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

	2015 £	2014 £
Opening defined benefit obligation	1,810,000	1,486,000
Current service cost	180,000	148,000
Interest cost	71,000	73,000
Contributions by scheme participants	41,000	38,000
Actuarial Losses	20,000	65,000
Present value of defined benefit obligation on conversion	-	-
	<u> </u>	<u> </u>
Closing defined benefit obligation	2,122,000	1,810,000
	<u> </u>	<u> </u>

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**NOTES TO THE FINANCIAL STATEMENTS
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21. PENSION COMMITMENTS (continued)

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

	2015 £	2014 £
Opening fair value of scheme assets	1,208,000	947,000
Expected return on assets	69,000	59,000
Actuarial gains and (losses)	(16,000)	56,000
Contributions by employer	121,000	108,000
Contributions by employees	41,000	38,000
	<u>1,423,000</u>	<u>1,208,000</u>

The cumulative amount of actuarial gains and losses recognised in the Statement of Financial activities was £10,000 loss (2014 - £26,000 gain).

The academy expects to contribute £126,000 to its Local Government Pension Scheme in 2016.

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

	2015	2014
Equities	58.00 %	65.00 %
Bonds	26.00 %	21.00 %
Property	13.00 %	11.00 %
Cash	3.00 %	3.00 %

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

	2015	2014
Discount rate for scheme liabilities	3.70 %	3.70 %
Expected return on scheme assets at 31 August	3.70 %	5.40 %
Rate of increase in salaries	3.50 %	3.40 %
Rate of increase for pensions in payment / inflation	2.60 %	2.60 %

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

	2015	2014
Retiring today		
Males	22.1	22.1
Females	24.3	24.3
Retiring in 20 years		
Males	24.5	24.5
Females	26.9	26.9

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21. PENSION COMMITMENTS (continued)

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

Defined benefit pension schemes

	2015 £	2014 £	2013 £
Defined benefit obligation	(2,122,000)	(1,810,000)	(1,486,000)
Scheme assets	1,423,000	1,208,000	947,000
Deficit	(699,000)	(602,000)	(539,000)
Experience adjustments on scheme assets	(16,000)	56,000	1,000

22. OPERATING LEASE COMMITMENTS

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

	Land and buildings			Other
	2015	2014	2015	2014
	£	£	£	£
Expiry date:				
Between 2 and 5 years	-	-	3,609	3,609
After more than 5 years	512,442	512,442	-	-

The annual payments made for the PFI contract are not fixed, instead they are uplifted each year depending on inflation. For the purposes of disclosure, the cost for 2014/15 has been taken as the annual cost to the Academy as a commitment, as inflationary changes are unknown, and is included under 'Land and buildings' above.

23. 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 Elizabeth Plater (headteacher and governor) is a trustee.

As part of an agreement entered into prior to the school converting to an academy and prior to 7 November 2011, rent of £19,000 was charged by Taverham Recreational Facilities Limited for the use of the facilities within the pavilion (2014: £19,000). In 2014, a charge of £75,000 was also paid to the related party as a contribution towards the refurbishment of this pitches. No such amount was paid in the year to 31 August 2015.

Income was received from Taverham Recreational Facilities Ltd during the year totalling £600 (2014: £648).

There is no amount due to or from the related party at the year end (2014: £NIL).

The trust also received an amount of £1,772 (2014: £25) from Taverham Junior School of which Paul Seabrook is also a governor. This was in respect of School Games Organiser and Dyslexia Outreach Service.

There is no amount due to or from the related party at the year end (2014: £NIL).

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24. AGENCY ARRANGEMENTS

The academy trust distributes 16-19 bursary funds to students as an agent for EFA. In the accounting period ending 31 August 2015 the trust received £39,009 and disbursed £4,796 from the fund. An amount of £34,213 is included in other creditors relating to undistributed funds that are repayable to EFA.