

**BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

**Brentside Primary Academy  
(A Company Limited by Guarantee)**

**Annual report and financial statements  
For the 12 months ended 31 August 2015**

**Company Registration Number: 08441848 (England and Wales)**

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

## Contents

	Page
Reference and administrative details	3
Trustees' report	4 - 14
Governance statement	15 - 19
Statement on regularity, propriety and compliance	20
Statement of trustees' responsibilities	21
Independent auditor's report on the financial statements	22 - 23
Independent reporting accountants report on regularity	24 - 25
Statement of financial activities incorporating income and expenditure account	26
Balance sheet	27
Cash flow statement	28
Notes to the financial statements, incorporating:	
Statement of accounting policies	29 - 32
Other notes to the financial statements	32 - 43

## BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

Reference and Administrative Details of the Academy, its trustees and advisors for the 12 month period ended 31st August 2015

### Members

A Chapman  
I Chiwandire  
C Mills  
T Henriot

### Trustees

A Chapman, Chair	Academy Governor	* #
S Morgan	Academy Governor	(Resigned 22/11/2014)
I Chiwandire	Academy Governor	* #
K Barnes	Academy Governor	
T Henriot	Academy Governor	
C Mills	Parent Governor	* #
N Khalil	Parent Governor	(Resigned 16/12/2014)
S Osman	Parent Governor	(Resigned 10/02/2015)
Y Ali	Parent Governor	
N Chiwandire	Parent Governor	(Appointed 06/03/2015)
A Adhikari	Parent Governor	(Appointed 06/03/2015)
R Vere	Parent Governor	(Appointed 06/03/2015)
M Moran, Accounting Officer	Staff Governor	*
A Smith	Staff Governor	
S Sobti	Staff Governor	(Resigned 09/02/2015)
C Crosdale	Staff Governor	(Appointed 06/02/2015)

\* Members of the finance and general purposes committee

# Members of the audit committee

### Company secretary

M Bailey

### Senior management team:

Headteacher	M Moran
Deputy Head	C Crosdale

### Principal and registered office

Kennedy Road, Hanwell, London, W7 1JL

### Company registration number

08441848 (England and Wales)

### Independent auditor

Bright Grahame Murray Chartered Accountants & Registered Auditor, 131 Edgware Road, London, W2 2AP

### Bankers

Lloyds Bank PLC, 286-288 Station Road, Harrow, Middlesex, HA1 2EB

### Solicitors

Winkworth & Sherwood LLP, Solicitors & Parliamentary Agents, Minerva House, 5 Montague Close, London, SE1 9BB

## **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

### **Trustee's Report**

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1st September 2014 to 31 August 2015. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The company was incorporated on the 12th March 2013 and opened as an academy on the 1st April 2013.

The trust operates an academy for pupils aged 3 to 11 serving a catchment area of Hanwell. It has a pupil capacity of 457 and had a roll of 429 in the school census on 1<sup>st</sup> October 2015.

### **Structure, governance and management**

#### **Constitution**

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of Brentside Primary Academy are also the directors of the charitable company for the purposes of company law. The charitable company is known as Brentside Primary Academy ("BPA")

Details of the trustees who served during the year are included in the reference and administrative details on page 3.

#### **Members' liability**

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

#### **Trustees' indemnities**

In accordance with normal commercial practice the Academy has purchased Governor's liability 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 £5,000,000 on any one claim.

The academy has purchased Governors Liability Insurance (5M) at a cost of £1,241.15 in 2014/15 (2014: £1,758.29)

### **Principal activities**

To provide a balanced and broadly based curriculum, satisfying the requirements of section 78 of the Education Act 2002, for children of different abilities aged 3-11. The school provides education for pupils who are wholly or mainly drawn from the area of Hanwell, London in which the school is situated.

#### **Method of recruitment and appointment or election of trustees**

The trustees are appointed under the terms of the Academy's Articles of Association

- Up to 5 Governors appointed under Article 50
- A minimum of 2 Parent Governors elected or appointed under Articles 53-58
- The Principal
- 2 Staff Governors, appointed under Articles 50A
- The Academy Trust may also have any Co-opted Governor appointed under Article 59

## **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

The term of office for any governor shall be 2 years save that limit shall not apply to the principal. Subject to remaining eligible to be a particular type of Governor, any Governor may be re-appointed or re-elected.

The Staff governors (one support staff representative and one teacher representative) are elected by the staff represents a quarter of the total number of governors (including vacancies).

The BPA articles of association stipulate that, of the 4 parent governors, at least two should be elected by parents of registered pupils at the Academy. A Parent Governor must be a parent of a pupil at The Brentside Primary Academy at the time when he / she is elected. The other two Parent Governors are parents of BPA co-opted by the Governing Body.

BPA Trustees, when Co-opting Academy Governors, are be mindful of the skills and experience required to ensure The Brentside Primary Academy has sufficient experience to appropriately manage the Academy.

Policies and procedures adopted for the induction and training of trustees

All new governors participate in an induction programme and are issued a copy of the induction pack.

Governors are invited to attend courses which will benefit their understanding of their role as an Academy Governor. A course brochure is available

Furthermore the academy offers in house training which includes learning and climate walks and evaluating the impact of the 4 Ofsted judgment areas.

The clerk to the governors retains a record of training undertaken by the governors.

### Organisational structure

The organisational structure of Brentside Primary Academy consists of three levels: the governors, the Senior Managers and the Extended Management Team. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

The governors are responsible for setting general policy, approving the School Development Plan, approving the school budget, monitoring the Academy by the use of budgets and making major decisions about the direction of the Academy, capital expenditure and senior staff appointments.

The Senior Managers are the Headteacher, the Deputy Head and the Assistant Head. These managers control the Academy at an executive level implementing the policies laid down by the Governors and reporting back to them.

As a group, the Senior Managers are responsible for the authorisation of spending within agreed budgets; the appointment of staff, though appointment boards for posts in the Management Team and teaching staff always contain a governor; the implementation and monitor of the School Development Plan; and, with Governors, completing the School Self Evaluation.

The Extended Management Team includes the Senior Managers, Key Stage Managers, Lead Teaching Assistant and the Bursar. The Extended Management Team is responsible for the day to day operation of the Academy, in particular organising the teaching staff and curriculum, overseeing the curriculum delivery and co-ordinating staff and children well-being.

The Head teacher is the Accounting Officer.

The Academy Trust has established a management structure to enable its efficient running.

The full Governing body meets 4 times a year. Exceptional meetings can be called at any time if circumstances require it.

## **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

Two sub committees meeting 4 times a year to monitor and evaluate activities covered in their terms of reference. Those committees are ~:-

- Finance & Staffing & Site Committee
- Pupil and Curriculum Committee

The governing body has approved the Academy's Internal Controls which sets out a statement on the Scheme of Delegation, Financial Delegation List, Financial Authorisation Limits, Finance Policies, Quotation and Tendering Procedures, Retention of Records Procedures, Procurement Procedures, Payment Procedures, Banking Procedures and Value for Money.

Governors are responsible for setting general policy, adopting an annual plan and budget, monitoring the Academy, making decisions about the direction of the Academy including capital expenditure and senior staff appointments.

Connected organisations including related party relationships  
Brentside Primary Academy has no related parties

### **Objectives and activities**

The principal objective of BPA company trust is the advancement of education in the London Borough of Ealing. It achieves this object principally through endeavouring to provide the highest possible standard of education and pastoral care, maximising the life-chances of its students.

Brentside Primary Academy strives to always provide an inspirational, positive and welcoming environment where there is a sense of pride and fun and where everyone works together with confidence, enthusiasm and mutual respect. We aim to nurture academic, personal, spiritual and social development in a caring and professional manner so that all achieve their full potential and all can reach great heights.

There is a sign at the entrance of the school which reads 'Children First'. This indicates that we view our primary role as dedicated to the service of children and their education. Our mission statement encapsulates our vision for excellence, curriculum balance, physical and emotional well-being and the pursuit of excellence in lifelong learning.

BPA and parents in partnership developing 'Special' Children'

Self Esteem

Physical Fitness

Empathy

Curriculum Balance

Information Technology

Academic Achievement

Learning for Life

### **Objectives and Aims of the Brentside Primary Academy Trust:**

- To continue to elevate standards in line with the new NC Curriculum by striving 2 NC sub levels and/ or each pupils making four average points of progress a year.
- To pursue the practice of the 'triangulation' of monitoring of lessons, pupils work and standards achieved, and ensure that all teaching is of a high quality that is at least good, with many lessons containing outstanding features.
- To continue to provide excellent opportunities in the performing arts ensuring that pupils have regular opportunities to perform both at class and whole school level.

## **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

- To lift academic standards, self-motivation and self-esteem in our pupils by providing opportunities to develop excellence in the performance skills in the school choir, band, drama and visual arts.
- To promote pupils' experience of personal success to act as a vehicle for community cohesion and a 'feel good' factor in the school.
- To prepare students for a fulfilling adult life in a changing society where dreams and ideals are highly valued and can be realised;
- To promote and pursue excellence in a stimulating child centred, quality environment, thus helping all students to realise their full potential in academic, cultural, sporting, artistic and social development;
- To develop in students tolerance, self-discipline, and respect, whilst at the same time nurturing increasing independence, intellectual curiosity and creativity;
- To encourage respect for positive human achievement and an awareness of the contribution of individuals;
- To support student's spiritual and moral development, including an appropriate respect and tolerance for the religious and moral values of others;
- To provide care and support for young people as they mature, building on a partnership with the home which promotes a healthy lifestyle;
- To promote in students an understanding of inter-dependence of their school, locality, their country and in the wider world communities;
- To promote in students integrity, honesty, humility and high levels of emotional intelligence.
- To nurture an interest in the life-long pursuit of learning;
- To provide a stimulating, rewarding and supportive environment for all who are employed within the school;
- To value the past traditions and faith groups of all our families, whilst embracing future challenges and changes together.

### **Objectives, Strategies and Activities (April 2015 to August 2016)**

1. BP To implement the new 2014 NC English curriculum, planned using quality texts as a means of directly and discreetly furnishing and modelling good standards in reading and writing.
2. To introduce the new NC 2014 Mathematics curriculum, teaching and supporting the inherent elevated standards by using the My Pals and Maths No Problem Singapore Maths scheme. To support the new expectations by anchoring pupils' understanding in concrete mathematical props.
3. To work towards a new assessment system which incorporates the elevated expectations of the new 2014 NC Curriculum in English, Maths and Science. To work towards the standardisation of levels and professional judgements, in the first instance within the whole school, and then with other schools and the LA.
4. To build up the capacity of the governors in finance, curriculum and accountability.
5. As part of succession planning for a new CoG and HT in the next 2 years, to build up the capacity of the governors for leadership of the governing body and committees.
6. To use the independence of the Academy Trust to independently commission the services of a Speech and Language Therapist, Independent Educational Psychologist and Psychotherapist to ensure early identification of SEN needs and support, particularly in Early Years.
7. To implement the New 2014 SEN Framework and Code of Practice and endeavour to engage in effective partnerships and communication in order to support the pupils and those within the family more effectively.

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

## A Priorities for School Improvement 2015 to 2016

Public benefit

### How Brentside Primary Academy Trust promotes 'Public Benefit'.

The Governors have given consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education.

The Academy Trust clearly states these public benefit credentials in its objective. BPA provides education to children and young people that:

- Provides an education which meets the learning needs of all pupils.
- which provides a balanced and broadly based curriculum;
- promotes the spiritual, moral, cultural, mental and physical development of students at the school and of society;
- prepares students at the school for the opportunities, responsibilities and experiences of later life;
- Successfully promotes outcomes which will enhance pupil's future life opportunities.

The trustees have complied with their duty to have due regard to the guidance on public benefit issued by the Charity Commission in exercising their powers and duties.

## Strategic Report

### Achievements and performance

BPA has a history of ensuring that pupils meet their potential. One of the DfE measures for excellent progress is the percentage of pupils making 2 or more levels of progress between the ages of 7 & 11.

### Key Performance Indicators

BPA places great value on developing pupil's self-confidence and children as young as five routinely engage class room discussions about what they are learning and their own personal emerging views and concerns. The school has a history of outstanding achievement but not at the cost of pupil engagement and fun. The core business objective of achieving excellent results KS1 and 2 results is to provide a sound basis for making it more likely that our pupils will achieve well in their future secondary schools. Many of our past pupils have told us that they feel that Brentside played a significant role in their lives.

### Key Stage 1 Stats 2015

BPA has a history of slightly lower results than national in KS1 with acceleration in standards in Y5 and 6. In 2012 our KS1 16.1AP score was rated as significantly higher than the average national KS1 AP score. However in 2015 16.1 is now the national average which most years BPA Y2 pupils have not been able to attain. This signifies that:

1. The standards achieved by BPA Y2 pupils this year were very good for BPA and matching national average standards.
2. That what was considered above the national level four years ago is now the national level, thus demonstrating that the standards have risen nationally in the last four years and BPA is keeping pace with the elevation.

**TABLE 4.3.1 KS1 Comparison of BPA v National All Subjects 2011 to 2015**

Year	2011	2012	2013	2014	2015
Cohort	44	45	60	57	59
School APs	15.0	16.1	14.7	15.5	16.1
National APs	15.3	15.5	15.8	15.9	16.1
Difference	-0.3	0.6	- 1.1	-0.4	0.0
<b>Significance</b>		<b>Sig +</b>	<b>Sig -</b>		



### Headlines in contextual attainment end of KS2 2015

- Average AP in Y2 reading is 16.6 nationally compared with 16.1 for BPA
- Given that girls outperform boys in KS1 SATs by reading 6%, writing 9%, Maths 2% and science 3% and this cohort was 75% boys their achievement was remarkable.
- In reading FSMs pupils exceeded the national average in reading by 1.1AP, in maths by 1.2AP and in writing by 1.2 AP
- In KS1 reading all SEN pupils exceed the national AP by 2.2 AP, in writing by 1.9AP and in Maths by 2.4

Table 4.3.8 Raise on Line KS1 SATS 2015					
	L1s %	2c+	2b or good standard+	2a+	L3c
<b>Reading</b>	4%	14%	17%	56%	10%
<b>Writing</b>	2%	29%	27%	32%	10%
<b>Maths</b>	2%	5%	27%	49%	17%

Table 4.3.9	% BPA pupils achieving a good national standard	% BPA pupils exceeding the good national standards
<b>Reading</b>	17%	66%
<b>Writing</b>	27%	42%
<b>Maths</b>	27%	66%

Table 4.3.6 Raise on line KS1 SATS 2015					
	L1s %	2c%	2b or good standard	2a	L3c
<b>Reading</b>	4%	14%	17%	56%	10%
<b>Writing</b>	2%	29%	27%	32%	10%
<b>Maths</b>	2%	5%	27%	49%	17%

### BPA KS2 Standards and Achievements

Table 4.4.1 indicates the percentage standards for the 2015 KS2 SATs. The picture is good, demonstrating that BPA meets and exceeds national averages in Level 4's, Level 4b's and in level 5's.

Table 4.4.1 Raise on Line KS2 SATs BPA 2015						
BPA 2014	BPA Level 4s+	National	BPA Level 4bs +	National	BPA Level 5s+	National
<b>Maths</b>	98%	87%	93%	77%	44%	41%
<b>Reading</b>	93%	89%	87%	80%	36%	48%
<b>Writing</b>	87%	87%	98%	86%	31%	36%
<b>GPS</b>	91%	80%	82%	73%	56%	55%

**NB GPS = Grammar, Punctuation and Spelling**

4.4.2 BPA V National Average Points KS2 2015		
BPA 2014	BPA AP	National AP
<b>Maths</b>	30.1	29.0
<b>Reading</b>	28.8	29.0
<b>Writing</b>	27.9	28.2
<b>GPS</b>	30.0	29.1

## **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

### **Headlines 2014 to 2015**

- The low attainers, in their KS1 SATs made excellent progress. They exceeded the national achievement for low attainers by 45% for Maths, 33% for GPS, 20% for reading and 20% for writing. This kind of achievement is not recognised now by the DfE, who are only interested in high average points and exceeding expected progress, but know we have made a significant difference to the lives of pupils who found it hard to learn. Moreover it is clear that nationally pupils do not experience the dedicated teaching that BPA offers.
- Year on year more BPA pupils achieve L4 than nationally, often by up to 10% more. This indicated that at BPA we ensure that all pupils get access to a quality education and a quality experience of school life as well.
- The CIC or Children in Care is one child who progressed in reading from a 1c at KS1 to 4b at KS2. In writing and GPS he achieved a 3a.
- In FSMs and Disadvantaged in the four subjects BPS was higher than the average the national FSMs standards achieved. BPA pupils exceeded the national standards by up to 20%.
- What this data does not show is that the White British, of all abilities, either did not make the progress in the test to meet expected or exceeding expected progress.

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 detailed accounts are contained on pages 26 to 28 and include the following statements:-

- Statement of financial activities (SOFA) including income and expenditure Account and Statement of total recognised gains and losses
- Balance Sheet
- Cash flow Statement

Notes to the financial statements are contained on pages 29 to 43

The principal source of funding for the Academy is from the Education Funding Agency (EFA) in the form of recurrent grants, the use of which is restricted to a particular purpose. Grants are also received from Ealing Local Authority. All these grants are shown in the SOFA

Since 1st September 2014, investment has been made in the following area which have impact on the pupil and staff:-

- Musical Instruments for loaning to pupils- keyboards and guitars
- Nature area redevelopment
- New entrance doors and fire doors
- New carpet in the hallways
- New brick storage shed
- Play boards in Reception playground

## BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

### Reserves policy

The Academy aims to carry forward a prudent level of resources from the General Annual Grant, the Unrestricted Fund and Devolved Capital Fund

	2013/14	2014/15
Unrestricted fund	£ 281,190	£ 281,746
GAG Reserves (Includes LGPS Pension)	£ (20,833)	£ (57,892)
Fixed Asset Fund (Includes Devolved Cap)	£ 7,493,647	£ 7,106,785
<b>TOTAL</b>	<b>£ 7,754,004</b>	<b>£ 7,330,639</b>

These funds are to cover short, medium and long term needs of the academy. It includes a contingency for unforeseen events and funds for capital development projects.

The level of free reserves is to not exceed 10% of the total income of the Academy; unless authorised by Governors for a specific, longer term, project; no such project has currently been identified; it is currently anticipated that these funds will be required to support the school budget for 2015-16.

### Investment Policy

The academy aims to manage its cash balances to provide for the day-to-day working capital requirements of its operations, whilst protecting the real long-term value of any surplus cash balances against inflation.

In addition, if required, the academy aims to invest surplus cash funds to optimise returns, but ensuring the investment instruments are such that there is no risk to the loss of these cash funds.

Our aim is to spend the public monies with which we are entrusted for the direct education benefit of students as soon as is prudent.

The school does not consider the investment of surplus funds as a primary activity.

### Principal risks and uncertainties

The governors have assessed the major risks to which the Academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy, and its finances, all of which are detailed in the Risk Matrix.

The governors have implemented a number of systems to assess risks that the school faces, especially in operational areas (e.g. in relation to teaching, health and safety, and school trips) and in relation to the control of finance as evidenced by the Financial Management and Governance Evaluation.

Where significant financial risk still remains, they have ensured that they have adequate insurance cover. The Academy has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

The governors have identified the following principal risks and uncertainties facing the academy. These are identified in the Academy's Risk Matrix:-

- Mission/objectives
- Law and regulation
- Governance and management
- External factors
- Operational factors
- Human resources
- Environmental
- Funds
- Financial
- Funds and fundraising
- Fraud

**Plans for future periods**

The GB agreed and adopted the present SDP 2014 to 2016 in November 2014. Below is a brief list of our priorities.

**Planned Improvements for 2015 to 2016**

1. To implement the new 2014 NC English curriculum, planned using quality texts as a means of both directly and discreetly furnishing and modelling good standards in reading and writing.
2. To introduce the new 2014 NC Mathematics curriculum, teaching and supporting the inherent elevated standards by using the My Pals and Maths No Problem Singapore Maths schemes. To support the new expectations by anchoring pupils' understanding in concrete mathematical props.
3. To work towards a new assessment system which incorporates the elevated expectations for the new 2014 NC in English, Maths and Science. To work towards standardisation of levels and professional judgements, in the first instance within the whole school, and then with other schools and the LA.
4. To build up the capacity of the governors in finance, curriculum and accountability.
5. As part of succession planning for a new CoG and HT in the next 2 years, to build up the capacity of the governors for leadership of the governing body and committees.
6. To use the independence of the Academy Trust to independently commission the services of a Speech and Language Therapist, Independent Educational Psychologist and Psychotherapist to ensure early identification of SEN needs and support, particularly in Early Years.
7. To implement the New 2014 SEN Framework and Code of Practice and endeavour to engage in effective partnerships and communication in order to support the pupils and those within the family more effectively.

**The five main priorities for this current school year are listed below for your information**

<b>BPA Top 5 Priorities for School Improvement 2015 to 2016</b>	
<b>1. Curriculum Maths Standards</b>	<b>Proposed Action In raising standards in Maths</b>
<b>1. To continue raise standards in Maths by developing embedding teacher expertise in teaching Singapore 'No Problem' Maths. To ensure by the end of the year that teacher expertise is consistent throughout each year.</b>	<ul style="list-style-type: none"><li>• To continue to implement Singapore Maths scheme across whole school.</li><li>• To ensure that the concrete props are used at all times.</li><li>• To build up consistency in expertise and effective teaching throughout the school.</li><li>• To further develop and embed the introductory 'anchor task' which in observations has shown some weakness and inconsistency with a minority of teachers.</li><li>• For teachers consistently demonstrate the ability to clear map and lead a high quality mathematical journey.</li><li>• For teachers to ensure that pupils use their concrete props routinely and as a skilled tool to assist their understanding..</li></ul>

## BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

2 Curriculum English Standard	Proposed Action in English
<p>To implement the new 2014 NC English Curriculum and associated elevated standards. To do this by developing teachers' skills in reading, comprehension and writing within the new elevated standards. To develop a system of more active formal and informal feedback with pupils in writing and comprehension in order to accelerate progress.</p>	<ul style="list-style-type: none"> <li>To continue with the curriculum of quality text.</li> <li>To introduce systematically, a routine exposure to unfamiliar texts which will equip pupils for a more knowledge base assessment.</li> <li>To use the quality text curriculum to lift the standards of writing</li> <li>Making short writing tasks routine with assessment every 3 weeks.</li> <li>To improve VA in reading, particularly with White British pupils and Indian.</li> </ul>

3 SEN	SEN and Inclusion Proposed action
<p>To continue to support pupils more effectively in the implementation of the new 2014 SEN Framework.</p> <p>To monitor the growing gap in the achievement of new standards by some SEN pupils.</p>	<ul style="list-style-type: none"> <li>To commission multiagency support directly to ensure immediate access expertise and support.</li> <li>To become familiar with the pathways of support and the legal role of the school and the LA in statutory assessments for EYs children with significant SEN needs.</li> <li>To clarify legally and with the LA pathways of access in order to access appropriate support for pupils who have significant SEN needs.</li> <li>To speed up early identification of SEN by engaging our own Educational Psychologist.</li> <li>To monitor the growing gap in the achievement of new standards by some SEN pupils</li> </ul>

4 School Leadership	Proposed action to strengthen the capacity of the middle and senior leadership
<p>To strengthen distributed leadership within the school by building up the capacity of subject, teacher and organisational leadership through our the school.</p>	<ul style="list-style-type: none"> <li>To work towards a more balanced distribution of accountability paperwork within the leadership team.</li> <li>To develop the role of collaboration in subject and organisational management so as to ensure commitment to implementing change successfully.</li> <li>To develop the role of the Subject leaders.</li> </ul>

5. Strengthen the leadership of the BPA GB.	Governance: Proposed and current action.
<p>To make provision, both in access to LA Governance training and BPA training for the GB that will strengthen the Governance and provide and improve the governance skills base.</p>	<ul style="list-style-type: none"> <li>To provide further in-school training sessions on the expectations and challenges of the New NC Curriculum in English and Maths,</li> <li>To examine the changes and challenges of the new assessments</li> </ul>

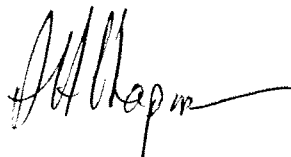
## **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

### **Auditor**

Insofar as the trustees are aware:

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

Trustees' report, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 15<sup>th</sup> December 2015 and signed on the board's behalf by:

A handwritten signature in black ink, appearing to read 'Anne Chapman', with a long horizontal flourish extending to the right.

**Anne Chapman**

Trustee

## **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

### **Governance Statement**

#### **Scope of responsibility**

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

The board of trustees has delegated the day-to-day responsibility to the Head Teacher, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Brentside Primary Academy Trust 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 Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 4 times during the period. Attendance during the period at meetings of the board of trustees was as follows:

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
A Chapman, Chair	4	4
S Morgan	1	2
I Chiwandire	3	4
K Barnes	4	4
T Henriot	2	4
C Mills	3	4
N Khalil	1	2
S Osman	1	2
Y Ali	3	4
N Chiwandire	2	2
A Adhikari	2	2
R Vere	2	2
M Moran, Accounting Officer, Headteacher	4	4
A Smith	4	4
S Sobti	2	2
C Crosdale	2	2

#### **Key Changes**

Mrs Sue Morgan resigned as a trustee and Governor of Brentside Primary Academy on 22/11/14

Miss Natasha Khalil resigned as a trustee and Governor of Brentside Primary Academy on 16/12/15

Miss Sahra Osman resigned as a trustee and Governor of Brentside Primary Academy on 10/02/15

Mrs Sue Sobti resigned as a trustee and Governor of Brentside Primary Academy on 09/02/15

## **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

### **Governance reviews:**

The school has been judged by Ofsted as outstanding in 2007 and 2012. Moreover all SIP reports from Ealing have supported that BPA's self-evaluation is accurate and rigorous. In July 2015 a SIP report was written by the London Borough of Ealing. It reported the following.

The Headteacher and her Deputy continually strive to improve standards and the quality of provision. Due to a concern about progress last year the Academy introduced a detailed tracking system that is able to identify underachievement on a termly basis. In line with the elevated standards from the new curriculum the Academy has raised expectations for all pupils. As a result the number of level 4B+ rose from: 57% in 2014 to 78% in 2015 in reading, writing and maths combined, 68% to 87% in reading; and 73% to 93% in maths. Targets are set for all pupils by the Headteacher and given to their teachers to ensure that expectations are high.

The introduction of Singapore maths has significantly improved pupils' number and calculation skills and this has had an impact in classes where the teaching of the scheme has been robust.

In English the pupils have been given the opportunity to 'interrogate quality texts' and children's books. The Academy reports that this, in conjunction with the teaching of the formal aspects of English (spelling, punctuation and grammar) has improved children as writers as well as enriching their literacy skills and thinking. Lesson observations have seen really good lessons.

The Academy continues to excel in the Arts as was seen by the superb performance of the musical Matilda. This involved singers, actors and musicians all displaying skills of an exceptional quality.

Governors receive regular training based on the OfSTED criteria this will enable them to understand how the Academy will be judged should they have an Inspection. Strengthening their capacity will also help ensure the stability and continued success of the Academy.

### **National Curriculum.**

The main priorities for both 2013 to 2014 and 2014 to 2015 will be raising standards to meet the elevation requirements found in the new English, Maths and Science 2014 National Curriculum. This is not just a matter of changing the curriculum but employing using skilled pedagogy which will enable teachers to engage pupils in a more difficult curriculum.

The Governors/ Trustees of BPA have been commended for their interest and involvement the aims and objectives of the school. The Ealing Link wrote in her report that,

'The link officer met with the Chair of Governors, who works very effectively with the Head teacher to drive forward high expectations in teachers and a raising of standards of achievement. The headteacher produces extensive termly reports for governors, which provide a high level of quality information regarding the performance of the school. The Chair ensures that governors are prepared to ask relevant questions. As a current key school priority is curriculum development she was able to report that the headteacher has evidenced progress to the Curriculum Committee'.

### **Financial Management & Governance Self-Assessment**

The FMGS Self-Assessment was carried out by the Governing Body in May 2014

The Finance Staff and Site Committee is a sub committee of the main board of trustees. Its purpose is to manage the finances of the Academy and ensure that resources are applied for the purposes of the academy.



## BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

Attendance at the meetings from 1st September 2014 – 31st August 2015 was as follows:-

Committee Member	Meetings attended	Out of a possible
A Chapman (chairman)	4	4
S Morgan (22/11/14)	1	2
M Moran (Headteacher and accounting officer)	4	4
I Chiwandire	3	4
C Mills	3	4
M Bailey	3	4

The **audit committee** is also a sub-committee of the main board of trustees. Its purpose is to:

- monitoring the integrity of the financial statements and any formal announcements relating to financial performance;
- reviewing internal financial controls and reviewing the company's internal control and risk management systems;
- monitoring and reviewing the effectiveness of the internal audit function;
- making recommendations to the board in relation to the appointment, re-appointment and removal of the external auditor and approve the remuneration and terms of engagement of the auditor;
- reviewing the auditor's independence and objectivity;

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
A Chapman	1	1
I Chiwandire	1	1
C Mills	1	1

### 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:

- Raising KS2 attainment standards overall
- Closing the attainment gap for EAL children
- Raising all standards for Pupil Premium children

## **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

### **The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Brentside Primary Academy Trust for the period 1st 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 trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period of 12 months 1st 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 trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular it includes:

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees.
- Regular reviews by the finance and general purposes 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:

- To appoint the company CEFM as Responsible Officer (RO).

The RO's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. On a termly basis the RO 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.

The RO has delivered their schedule as planned. Action plans were produced after all the RO visit reports. All action points have been completed.

## **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

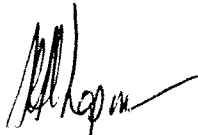
### **Review of effectiveness**

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

- The work of the responsible officer.
- The work of the external auditor.
- The financial management and governance self-assessment process
- The work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

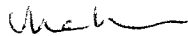
The accounting officer has been advised of the implications of the result of their review of the system of internal control by the audit committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of trustees on 15<sup>th</sup> December 2015 and signed on its behalf by:



**Anne Chapman**

Trustee



**Melody Moran**

Accounting Officer

## **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

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

As accounting officer of Brentside Primary Academy Trust I have considered my responsibility to notify the academy trust board of trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Education Secretary. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook.

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

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.



**Melody Moran**

Accounting Officer

Date 15/12/15

## **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

### **Statement of Trustee's Responsibilities**

The trustees (who act as governors of Brentside Primary Academy Trust and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the Annual Accounts Direction issued by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

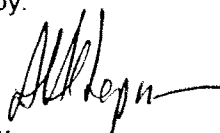
- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP 2005.
- Make judgments and accounting estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the board of trustees on 15<sup>th</sup> December 2015 and signed on its behalf by:

  
**Anne Chapman**

Trustee

# **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

## **Independent Auditor's Report on the Financial Statements to the Members of Brentside Primary Academy Trust**

We have audited the financial statements of Brentside Primary Academy Trust for the period ended 31 August 2015 which comprises the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Accounts Direction 2014 to 2015 issued by the Education Funding Agency.

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

### **Respective responsibilities of trustees and auditor**

As explained more fully in the Statement of Trustees' Responsibilities set out on page 21, the trustees (who are also the directors of the academy trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB'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 trust's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### **Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the academy trust's affairs as at 31 August 2015, and of its incoming resources and application of resources, including its income and expenditure, for the period then ended;

## **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

### **Independent Auditor's Report on the Financial Statements to the Board of Trustees of Brentside Primary Academy Trust (Continued)**

- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (applicable to smaller entities); and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Academies Accounts Direction 2014 to 2015 issued by the Education Funding Agency.

#### **Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Trustees' Annual Report including the Strategic Report for the financial period for which the financial statements are prepared is consistent with the financial statements.

#### **Matters on which we are required to report by exception**

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime [and take advantage of the small companies exemption in preparing the directors' report and take advantage of the small companies exemption from the requirement to prepare a strategic report



**Robert Moore (Senior Statutory Auditor)**

For and on behalf of Bright Grahame Murray, Chartered Accountants & Registered Auditor

131 Edgware Road

London

W2 2AP

Date : 18/12/15

Company Registration Number: 08441848

## **BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)**

### **Independent Reporting Accountant's Assurance Report on Regularity to Brentside Primary Academy Trust and the Education Funding Agency**

In accordance with the terms of our engagement letter dated 22 May 2014 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 Brentside Primary Academy Trust during the period 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 Brentside Primary Academy Trust and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Brentside Academy Trust 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 the Brentside Primary Academy Trust and EFA, for our work, for this report, or for the conclusion we have formed.

#### **Respective responsibilities of Brentside Primary Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Brentside Primary Academy Trust's funding agreement with the Secretary of State for Education dated 19 December 2012 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 period 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.



## BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

### REPORTING ACCOUNTANT'S UNQUALIFIED REGULARITY ASSURANCE REPORT (CONTINUED)

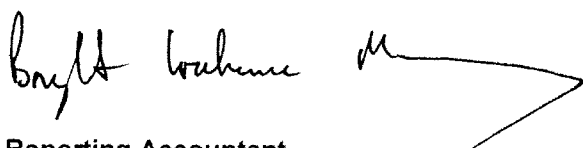
Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the academy trust's income and expenditure.

The work undertaken to draw our conclusions includes:

- Ensured that grants have been applied for the purposes intended.
- Reviewed expenditure (including cash and credit expenditure) and considered whether any supplies are from related parties.
- Evaluation of the general control environment of the academy trust, extending the procedures required for financial statements to include regularity.
- Reviewed minutes of Board of Governors meetings for declaration of business interests.
- Reviewed and considered the reports compiled by the Responsible Officer on the trusts internal controls and procedures pertaining to regularity.

#### 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 period 1 September 2014 to 31 August 2015 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Reporting Accountant

Robert Moore

Bright Grahame Murray Chartered Accountants  
131 Edgware Road  
London  
W2 2AP

Date

18/12/15

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

## Statement of financial activities for the year ended 31 August 2015

(including income and expenditure account and statement of total recognised gains and losses)

	Note	Unrestricted funds £	Restricted general funds £	Restricted fixed asset funds £	Total 2015 £	12 March 2013 to 31 August 2014 £
<b>Incoming resources</b>						
<i>Incoming resources from generated funds:</i>						
Transfer from local authority on conversion	2	-	-	-	-	7,944,912
Activities for generating funds	3	-	621	-	621	10,684
Investment income	4	556	-	-	556	1,194
<i>Incoming resources from charitable activities:</i>						
Funding for the academy trust's educational operations	5	-	2,109,736	8,518	2,118,254	2,964,723
<b>Total incoming resources</b>		<b>556</b>	<b>2,110,357</b>	<b>8,518</b>	<b>2,119,431</b>	<b>10,921,513</b>
<b>Resources expended</b>						
<i>Charitable activities:</i>						
Academy trust educational operations	6	-	2,049,732	395,380	2,445,112	3,059,659
<i>Governance Costs</i>	6	-	27,076	-	27,076	57,850
<b>Total resources expended</b>	6		<b>2,076,808</b>	<b>395,380</b>	<b>2,472,188</b>	<b>3,117,509</b>
<b>Net incoming / (outgoing) resources before transfers</b>		<b>556</b>	<b>33,549</b>	<b>(386,862)</b>	<b>(352,757)</b>	<b>7,804,004</b>
Gross transfers between funds	15	-	-	-	-	-
<b>Net income/(expenditure) for the year</b>		<b>556</b>	<b>33,549</b>	<b>(386,862)</b>	<b>(352,757)</b>	<b>7,804,004</b>
<b>Other recognised gains and losses</b>						
Actuarial losses on defined benefit pension schemes	15,23	-	(4,000)	-	(4,000)	(50,000)
<b>Net movement in funds</b>		<b>556</b>	<b>29,549</b>	<b>(386,862)</b>	<b>(356,757)</b>	<b>7,754,004</b>
<b>Reconciliation of funds</b>						
Funds brought forward at 1 September 2014		281,190	(20,833)	7,493,646	7,754,004	-
<b>Funds carried forward at 31 August 2015</b>		<b>281,746</b>	<b>8,716</b>	<b>7,106,785</b>	<b>7,397,247</b>	<b>7,754,004</b>

All of the academy's activities derive from acquisitions during the above two financial periods.

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

Balance Sheet as at 31 August 2015

	Notes	2015 £	2015 £	2014 £
<b>Fixed assets</b>				
Tangible assets	12		7,295,731	7,488,910
<b>Current assets</b>				
Debtors	13	95,951		78,986
Cash at bank and in hand		<u>426,947</u>		<u>635,753</u>
		522,898		714,739
<b>Liabilities</b>				
Creditors: Amounts falling due within one year	14	<u>(99,382)</u>		<u>(144,644)</u>
<b>Net current assets</b>			423,516	570,094
<b>Total assets less current liabilities</b>			7,719,247	8,059,004
Pension scheme liability			<u>(322,000)</u>	<u>(305,000)</u>
<b>Net assets including pension liability</b>			<u>7,397,247</u>	<u>7,754,004</u>
<b>Funds of the academy trust:</b>				
<b>Restricted income funds</b>				
· Fixed asset fund	15		7,106,785	7,493,647
· General fund	15		330,716	284,167
· Pension reserve	15		<u>(322,000)</u>	<u>(305,000)</u>
<b>Total restricted funds</b>			<u>7,115,501</u>	<u>7,472,814</u>
<b>Unrestricted income funds</b>				
· General fund	15		<u>281,746</u>	<u>281,190</u>
<b>Total unrestricted funds</b>			<u>281,746</u>	<u>281,190</u>
<b>Total funds</b>			<u>7,397,247</u>	<u>7,754,004</u>

The financial statements on pages 26 to 43 were approved by the trustees, and authorised for issue on 15<sup>th</sup> December 2015 and are signed on their behalf by:



**Anne Chapman**  
Trustee

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

## Cash Flow Statement for the year ended 31 August 2015

	Notes	2015 £	2014 £
<b>Net cash (outflow)/ inflow from operating activities</b>	18	(18,905)	728,667
Returns on investments and servicing of finance	19	556	1,194
Capital expenditure	20	(190,459)	(94,108)
<b>(Decrease)/Increase in cash in the year</b>	21	<b>(208,808)</b>	<b>635,753</b>
<b>Reconciliation of net cash flow to movement in net funds</b>			
<b>(Decrease)/ Increase in cash in the year</b>		(208,808)	635,753
Net funds at 1 September 2014		635,753	-
<b>Net funds at 31 August 2015</b>		<b>426,945</b>	<b>635,753</b>

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

**1. Statement of accounting policies**

**Basis of preparation**

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

**Going concern**

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

**Incoming resources**

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

- **Grants receivable**

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

General Annual Grant is recognised in full in the year 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.

- **Donations**

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

- **Other income**

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

- **Donation services and gifts in kind**

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

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

**1. Statement of accounting policies (continued)**

**Resources expended**

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

- **Costs of generating funds**

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

- **Charitable activities**

These are costs incurred on the academy trust's educational operations.

- **Governance costs**

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

All resources expended are inclusive of irrecoverable VAT.

**Tangible fixed assets**

All assets costing £1,000 or more 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 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 trust's depreciation policy. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Tangible fixed assets are stated at cost less depreciation. Depreciation is not charged on freehold land. Depreciation on other tangible fixed assets is provided at rates calculated to write off the cost of those assets, less their estimated residual value, over their expected useful lives on the following bases:

- |  |            |
|--|------------|
| • Freehold and long leasehold property | 300 months |
| • Fixtures, fittings, and equipment    | 36 months  |
| • ICT equipment                        | 36 months  |
| • Motor vehicles                       | 60 months  |
| • Sports equipment                     | 24 months  |

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

**1. Statement of accounting policies (continued)**

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

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

**Leased assets**

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

**Stock**

Stocks are valued at the lower of cost or net realisable value.

**Taxation**

The academy trust 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 trust 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.

**Pensions benefits**

Retirement benefits to employees of the academy trust 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 trust.

As described in note 23 the LGPS obligation relates to the employees of the academy trust, who were the employees transferred as part of the conversion from the main school, and new employees who were eligible to, and did join the scheme in the period. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy trust at the balance sheet date.

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 trust 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 23, the TPS is a multi-employer scheme and the academy trust 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 trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period until vesting occurs. The expected

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

### 1. Statement of accounting policies (continued)

return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

#### Fund accounting

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

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

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

### 2. Voluntary Income

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total 2015 £	Total 2014 £
Transfer from local authority on conversion	-	-	-	-	7,944,912
	-	-	-	-	7,944,912

### 3. Activities for generating funds

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total 2015 £	Total 2014 £
Other income	-	621	-	621	10,684
<b>Total</b>	-	<b>621</b>	-	<b>621</b>	<b>10,684</b>

### 4. Investment income

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total 2015 £	Total 2014 £
Bank interest	556	-	-	556	1,194
	<b>556</b>	-	-	<b>556</b>	<b>1,194</b>



# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

### 5. Funding for the Academy Trust's Educational Operations

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total 2015 £	Total 2014 £
<b>DfE/EFA grants</b>					
General Annual Grant (GAG)	-	1,729,286	-	1,729,286	2,376,864
Pupil Premium	-	179,802	-	179,802	208,434
	-	1,909,088	-	1,909,088	2,585,298
<b>Other government grants</b>					
SEN funding	-	17,383	-	17,383	24,255
Other government grants	-	183,265	-	183,265	321,970
<b>Capital funding</b>					
Capital Grants	-	-	8,518	8,518	33,201
	-	200,648	8,518	209,166	379,425
	-	2,109,736	8,518	2,118,254	2,964,723

### 6. Resources expended

	Staff costs £	Non Pay Expenditure Premises £	Other Costs £	Total 2015 £	Total 2014 £
Academy's educational operations					
Direct costs	1,163,369	-	761,399	1,924,768	2,313,462
Allocated support costs	195,588	148,255	176,501	520,344	746,197
	1,358,957	148,255	937,900	2,445,112	3,059,659
Governance costs including allocated support costs	-	-	27,076	27,076	57,850
	1,358,957	148,255	964,976	2,472,188	3,117,509

### Net Income/(expenditure) for the period include:

	2015 £	2014 £
Fees payable to auditor – audit	6,200	6,000
- other services	6,500	2,300

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

### 7. Charitable activities - academy's educational operations

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total 2015 £	Total 2014 £
<b>Direct costs</b>					
Teaching and educational support staff costs	-	1,163,369	-	1,163,369	1,511,391
Depreciation	-	-	392,156	392,156	445,470
Technology costs	-	18,813	-	18,813	21,997
Educational supplies	-	70,873	2,745	73,618	75,274
Staff development	-	13,250	-	13,250	7,283
Travel & subsistence	-	1,280	-	1,280	1,529
Other direct costs	-	238,516	-	238,516	230,369
Educational consultancy	-	23,767	-	23,767	20,149
	-	1,529,868	394,901	1,924,769	2,313,462
<b>Allocated support costs</b>					
Support staff costs	-	195,588	-	195,588	266,721
LGPS costs	-	54,000	-	54,000	73,000
Technology cost	-	5,822	-	5,822	22,118
Recruitment and support	-	25,787	-	25,787	5,731
Maintenance of premises	-	33,696	-	33,696	124,295
Cleaning	-	5,780	-	5,780	6,193
Rent & Rates	-	3,618	-	3,618	14,001
Water	-	10,390	-	10,390	6,523
Energy	-	40,901	-	40,901	42,613
Insurance	-	31,671	-	31,671	50,253
Security	-	5,766	-	5,766	8,050
Transport	-	524	-	524	490
Catering	-	56,576	-	56,576	84,138
Other occupancy costs	-	6,599	-	6,599	4,309
Bank interest and charges	-	112	-	112	64
Administration furniture & equipment (not capitalised)	-	947	479	1,426	8,853
Office overheads	-	9,833	-	9,833	13,238
Other support costs	-	32,253	-	32,253	15,609
	-	519,864	479	520,343	746,197
	-	2,049,732	395,380	2,445,112	3,059,659

### 8. Governance costs

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total 2015 £	2014 £000
Legal and professional fees	-	14,376	-	14,376	49,550
Auditors' remuneration					
- Audit of financial statements	-	6,200	-	6,200	6,000
- Other audit costs	-	6,500	-	6,500	2,300
	-	27,076	-	27,076	57,850

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

### 9. Staff

#### a. staff costs

Staff costs during the period were:

	2015 £000	2014 £000
Wages and salaries	1,194,492	1,559,444
Social security costs	86,160	108,544
Pension costs	78,305	110,124
	<u>1,358,957</u>	<u>1,778,112</u>
Supply staff costs	238,516	230,369
	<u>1,597,473</u>	<u>2,008,481</u>

#### b. staff numbers

The average number of persons (including senior management team) employed by the academy during the period expressed as full time equivalents was as follows:

Charitable activities	2015 No.	2014 No.
Teachers	18	17
Administration and support	17	26
Management	<u>3</u>	<u>3</u>

#### c. Higher paid staff

The number of employees whose emoluments exceeded £60,000 during the twelve month period was:

	2015 No.	2014 No.
£ 75,000 - £ 85,000	1	-
£100,000 - £110,000	-	1

One of the above employees participated in the Teachers' Pension Scheme. During the twelve months ended 31 August 2015, pension contributions for this member of staff amounted to £11,341.

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

### 10. Related party transactions – trustees' remuneration and expenses

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

M Moran (Headteacher and trustee):

Remuneration	£80,000 - £85,000	(2014: £80,000 - £85,000)
Employer's pension contributions	£10,000 - £15,000	(2014: £10,000 - 15,000)

C Crosdale (staff trustee):

Remuneration	£55,000 - £60,000	(2014: £55,000 - £60,000)
Employer's pension contributions	£5,000 - £10,000	(2014: £50,000 - £10,000)

A Smith (staff trustee):

Remuneration	£30,000 - £35,000	(2014: £30,000 - £35,000)
Employer's pension contributions	£1,000 - £5,000	(2014: £1,000 - £5,000)

S Sobti (staff trustee):

Remuneration	£40,000 - £45,000	(2014: £Nil)
Employer's pension contributions	£5,000 - £10,000	(2014: £Nil)

During the period ended 31 August 2015, travel and subsistence expenses totalling £618 were reimbursed to 3 trustees (2014: £98 reimbursed to 2 trustees)

### 11. Trustees' and officers' insurance

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring while on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the twelve months ended 31 August 2015 £1,241 (2014: £1,758).

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

### 12. Tangible fixed assets

	<b>Freehold property</b>	<b>Fixtures and fittings</b>	<b>Computer equipment</b>	<b>Motor vehicles</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost</b>					
At 1 September 2014	7,400,085	395,964	114,974	23,356	<b>7,934,379</b>
Additions	11,930	187,047	-	-	<b>198,977</b>
At 31 August 2015	<b>7,412,015</b>	<b>583,011</b>	<b>114,974</b>	<b>23,356</b>	<b>8,133,356</b>
<b>Depreciation</b>					
At 1 September 2014	233,967	149,564	55,326	6,613	<b>445,470</b>
Charged in year	165,608	180,361	41,518	4,668	<b>392,155</b>
At 31 August 2015	<b>399,575</b>	<b>329,925</b>	<b>96,844</b>	<b>11,281</b>	<b>837,625</b>
<b>Net book values</b>					
As at 31 August 2015	<b>7,012,440</b>	<b>253,086</b>	<b>18,130</b>	<b>12,075</b>	<b>7,295,731</b>
As at 31 August 2014	7,166,118	246,400	59,649	16,743	7,488,910

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

### 13. Debtors

	2015 £	2014 £
Accrued income	26,643	
VAT recoverable	11,042	29,573
Prepayments and accrued income	56,989	49,412
Other debtors	1,277	-
	<b>95,951</b>	<b>78,986</b>

### 14. Creditors

	2015 £	2014 £
Taxation and social security	31,543	27,046
Accruals and deferred income	67,839	59,987
	<b>99,382</b>	<b>144,644</b>

	2015 £
<b>Deferred income</b>	
Deferred income at 1 September 2014	-
Resources deferred in the year	37,231
Deferred income at 31 August 2015	<b>37,231</b>

### 1. Funds

	Balance at 31 August 2014 £	Incoming resources £	Resources expended £	Gains, losses and transfers £	Balance at 31 August 2015 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	284,167	1,729,286	(1,682,737)	-	330,716
Pupil premium	-	179,802	(179,802)	-	-
SEN funding	-	17,383	(17,383)	-	-
Other DfE/EFA grants	-	183,265	(183,265)	-	-
Other restricted funds	-	621	(621)	-	-
Pension reserve	(305,000)	-	(13,000)	(4,000)	(322,000)
	<b>(20,833)</b>	<b>2,110,357</b>	<b>(2,076,808)</b>	<b>(4,000)</b>	<b>8,716</b>
<b>Restricted fixed asset funds</b>					
DfE/EFA capital grants	-	8,518	-	(8,518)	-
Assets transferred on conversion	7,493,647	-	(395,380)	8,518	7,106,785
	<b>7,493,647</b>	<b>8,518</b>	<b>(395,380)</b>	<b>-</b>	<b>7,106,785</b>
<b>Total restricted funds</b>	<b>7,472,814</b>	<b>2,118,875</b>	<b>(2,472,188)</b>	<b>(4,000)</b>	<b>7,115,501</b>
<b>Unrestricted funds</b>					
Unrestricted funds	281,190	556	-	-	281,746
<b>Total Unrestricted funds</b>	<b>281,190</b>	<b>556</b>	<b>-</b>	<b>-</b>	<b>281,746</b>
<b>Total funds</b>	<b>7,754,004</b>	<b>2,119,431</b>	<b>(2,472,188)</b>	<b>(4,000)</b>	<b>7,397,247</b>

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

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

The restricted general fund was predominantly funded by the General Annual Grant (GAG). The GAG must be used for the normal running costs of the Academy. Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2015.

The defined benefit pension scheme relates to the pension deficit arising on the LGPS.

The restricted fixed asset fund was funded predominantly by the funds inherited on conversion from Brentside Primary School following the transfer of the land and buildings.

### 16. Analysis of net assets between funds

	Unrestricted funds £	Restricted general funds £	Restricted fixed asset funds £	Total 2015 £
Tangible fixed assets	-	-	7,295,731	7,295,731
Current assets	281,746	430,098	(188,946)	522,898
Current liabilities	-	(99,382)	-	(99,382)
Pension scheme liability	-	(322,000)	-	(322,000)
<b>Total net assets</b>	<b>281,746</b>	<b>8,716</b>	<b>7,106,785</b>	<b>7,397,247</b>

### 17. Capital Commitments

	2015 £	2014 £
Contracted for, but not provided in the financial statements	-	62,000

### 18. Reconciliation of net Income to net cash inflow from Operating Activities

	2015 £	2014 £
Net Income	(352,757)	7,804,004
Depreciation (Note 12)	392,155	445,470
Donations - inherited assets less pension liability	-	(7,566,071)
Capital grants from DfE and other capital income	(8,518)	(33,201)
Interest receivable (Note 4)	(556)	(1,194)
FRS17 pension cost less contributions payable (note 23)	13,000	14,000
Decrease/ (Increase) in debtors	(16,966)	(78,986)
(Decrease)/ Increase in creditors	(45,263)	144,644
<b>Net Cash (used in)/ provided by Operating Activities</b>	<b>(18,905)</b>	<b>728,666</b>

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

## 19. Returns on Investments and servicing of finance

	2015 £	2014 £
Interest received	556	1,194
<b>Net cash inflow from returns on investment and servicing of finance</b>	<b>556</b>	<b>1,194</b>

## 20. Capital expenditure and financial investment

	2015 £	2014 £
Purchase of tangible fixed assets	(198,977)	(127,309)
Capital grants from DfE/YPLA	8,518	33,201
<b>Net cash inflow / (outflow) from capital expenditure and financial investment</b>	<b>(190,459)</b>	<b>(94,108)</b>

## 21. Analysis of changes in net funds

	At 1 September 2014 £	Cash flows £	At 31 August 2015 £
Cash in hand and at bank	635,753	(208,806)	426,947
<b>Total cash and cash equivalents</b>	<b>635,753</b>	<b>(208,806)</b>	<b>426,947</b>

## 22. Members' liability

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

## 23. Pension and similar obligations

The academy's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Local Funding Pension Authority. Both are multi employer defined-benefit schemes.

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

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

## Teachers' pension scheme

## Introduction

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

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

**23. Pension and similar obligations (continued)**

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 and 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 £77,416 (2014: £109,597).

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 trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

**Local government pension scheme**

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2015 was £57,000 of which employer's contributions totalled £41,000 and employees' contributions totalled £16,000. The agreed contribution rates for future years are 9.8% per cent for employers and 6% 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



# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

### 23. Pension and similar obligations (continued)

Principal actuarial assumptions	At 31 August 2015	At 31 August 2014
Rate of increase in salaries	3.95%	3.95%
Rate of increase for pensions in payment/inflation	2.20%	2.20%
Discount rate	4.00%	4.00%
Inflation assumption (CPI)	2.20%	2.20%

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

	At 31 August 2015	At 31 August 2014
<b>Retiring today</b>		
Males	23.0	22.9
Females	25.5	25.4
<b>Retiring in 20 years</b>		
Males	25.2	25.1
Females	27.9	27.8

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

	Expected return at 31 August 2015	Fair Value at 31 August 2015 £	Expected return at 31 August 2014	Fair Value at 31 August 2014 £
Equities	6.50%	90,000	7.00%	58,000
Other bonds	3.60%	34,000	3.80%	23,000
Property	6.10%	15,000	-	-
Cash	0.50%	1,000	-	-
Other	6.50%	5,000	6.20%	6,000
<b>Market value of assets</b>		<b>145,000</b>		<b>87,000</b>

Amounts recognised in the balance sheet	2015 £	2014 £
Present value of scheme liabilities - funded	(467,000)	(392,000)
<b>Deficit in the scheme</b>	<b>(322,000)</b>	<b>(305,000)</b>

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

The actual return on scheme assets was £3,000

Amounts recognised in the statement of financial activities	2015 £	2014 £
Current service cost (net of employee contributions)	(42,000)	(55,000)
Interest on pension liabilities	(17,000)	(19,000)
Expected return on pension scheme assets	5,000	1,000
<b>Total operating charge</b>	<b>(54,000)</b>	<b>(73,000)</b>

The actuarial gains and losses for the current period are recognised in the statement of financial activities. The cumulative amount of actuarial gains and losses recognised in the statement of financial activities since the adoption of FRS 17 is a £54,000 (2014: £50,000 loss)

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

	2015 £	2014 £
<b>At 1 September 2014</b>	<b>392,000</b>	<b>0</b>
Current service cost	42,000	55,000
Interest cost	17,000	19,000
Employee contributions	16,000	25,000
Actuarial (gain)/loss	-	52,000
Business combinations	-	241,000
<b>At 31 August 2015</b>	<b>467,000</b>	<b>392,000</b>

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

	2015 £	2014 £
<b>At 1 September 2014</b>	<b>87,000</b>	<b>0</b>
Expected return on assets	5,000	1,000
Actuarial gain/(loss)	(4,000)	2,000
Employer contributions	41,000	59,000
Employee contributions	16,000	25,000
Benefits paid	-	-
<b>At 31 August 2015</b>	<b>145,000</b>	<b>87,000</b>

The estimated value of employer contributions for the period ended 31 August 2016 is £42,000

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

The five year history of experience adjustments is as follows:

	2015 £	2014 £	2013 £	2012 £	2011 £
Present value of defined benefit obligations	(467,000)	(392,000)	N/A	N/A	N/A
Fair value of share of scheme assets	145,000	87,000	N/A	N/A	N/A
<b>Deficit in the scheme</b>	<b>(322,000)</b>	<b>(305,000)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b>Experience adjustments on share of scheme assets</b>	<b>4,000</b>	<b>2,000</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b>Experience adjustments on share of scheme liabilities</b>	<b>-</b>	<b>-</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

### 24. Related party transactions

Owing to the nature of the academy trust'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 trustee has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures.

There were no transactions with related parties during the period.