

**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 2016**

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

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

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## **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 2016**

### **Members**

A Chapman  
I Chiwandire  
C Mills  
T Henriot

### **Trustees**

A Chapman, Chair	Academy Governor	* #
I Chiwandire	Academy Governor	* #
K Barnes	Academy Governor	
T Henriot	Academy Governor	
C Mills	Academy Governor	* #
Y Ali	Parent Governor	(End of Term- 1 <sup>st</sup> November 2015)
N Chiwandire	Parent Governor	
A Adhikari	Parent Governor	
R Vere	Parent Governor	*
S Ali	Parent Governor	(Appointed- 12 <sup>th</sup> June 2016)
M Moran, Accounting Officer	Staff Governor	*
A Smith	Staff Governor	
C Crosdale	Staff Governor	

\* 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, Emperor's Gate, 114a Cromwell Road, Kensington, London, SW7 4AG

### **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 2015 to 31 August 2016. 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 459 and had a roll of 432 in the school census on 1<sup>st</sup> October 2016.

### **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 £1,278 in 2015/16 (2015: £1,241)

#### **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 School Business Manager. 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.

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

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.

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 for 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.
- 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.

**A Priorities for School Improvement 2016 to 2017**

**The seven main priorities for this current school year.**

1. Improve Reading Comprehension throughout the school to meet and exceed the new DfE national standards.
2. Induct and train staff into the methodology of Reciprocal Teaching sometimes referred to as 'Active Reading'.
3. Provide, and if necessary insist upon, transparent and meaningful accountability at all levels of leadership.
4. Raise the profile of the Subject Leader in terms of subject expertise and peer monitoring of standards.
5. Continue with the development of Singapore Maths throughout the whole school.
6. To ensure that, in spite of the demands of the core subjects, we continue to give all pupils access to a broad and balanced curriculum.
7. Increase communication about the curriculum and standards with parents by holding a Reciprocal Reading Parents Evening in the Spring term of 2017.

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

### 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.

#### Assessment Standards 2015-16

The 2015/16 Reception cohort was a strong cohort for BPA, but these pupils still did not reach national standards in most areas, with the exception of Shape, Space and Measures, in which they exceeded them. This is evidence that pupils at BPA start school generally well below the national average, facing significant statistical challenges associated with inclusion and deprivation.

#### 2015- 2016 EYs Profile Points

<b>Communication and language</b>	<b>BPA</b>	<b>National</b>
Listening and Attention	76	86
Understanding	72	85
Speaking	70	84
<b>Literacy</b>	<b>BPA</b>	<b>National</b>
Reading	70	76
Writing	63	71
<b>Mathematics</b>	<b>BPA</b>	<b>National</b>
Number	76	77
Shape, space and measures	93	81



# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

## Year 1 Phonics Test 2015 -2016

	2015		2016	
	Number	%	Number	%
<b>Passed</b>	41	74.5%	49	81.7%
<b>Did Not Pass</b>	12	21.8%	8	13.3%
<b>Did Not Take</b>	2	3.6%	3	5.0%
<b>No. in Year 1</b>	55		60	

In March 2016, we were concerned that many pupils in Y1 (now Y2) would not meet the phonics threshold of 32 out of 40. At Easter the percentage was 53%, and by June 82% of pupils attained the threshold. This is testimony to the excellent strategies used, which were very successful in raising pupil's phonetic recognition and improving the skills of a cohort that came from Reception with 40% not meeting expected progress. Their phonics skills will feed directly into developing reading and spelling skills.

## Key Stage 1 SATS 2016

The KS1 SATs tests are a combination of a formal test and teacher assessment, whilst at KS2 the test alone defines the achievement of the pupils. The test results alone at KS1 were much lower than teacher assessment and test combined.

## KS1 SAT Results 2016

	Emerging %		Expected + %		Exceeding %	
	BPA	National	BPA	National	BPA	National
Reading	24	26	76	74	9	24
Writing	34	28	65	59	3	13
Maths	23	9	83	73	16	18
GPS (non stat)	22		60		1	

## KS1 SATs- Children Achieving Expected Standard or Greater Depth in Expected Standard

Y2 KS1 SATs Unvalidated	Cohort 60	%
Reading	45	76%
Writing	42	71%
Maths	49	83%
Science	55	93%
Reading and Writing	41	69%
Reading , Writing and Maths	40	68%

## Key Stage 2 SATS 2016

Raise on Line KS2 SATs BPA 2016						
BPA 2014	BPA 98 +	BPA Expected 100+	National Expected 100+	BPA 108+	BPA Exceeding 110+	National Exceeding 110+
Maths	15%	78%	70%	7%	18%	17%
Reading	11%	60%	66%	9%	7%	19 %
Writing	NA	89%	74%	NA	18%	15%
GPS	11%	60%	72%	2%	18%	22%

NB GPS = Grammar, Punctuation and Spelling

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

### National Average Scaled Score KS2 2016

	BPA scaled score	National scaled score
Maths	104.2	103.0
Reading	101.5	102.6
Writing	87%	74%
GPS	103.1	104.0

### Progress from Key Stage 1 to Key Stage 2

Progress from KS1 to KS2 in Reading Comprehension, Maths and Writing

Reading Comprehension	Writing	Maths
-1.54	+1.74	+0.9
<b>Best Highlights</b>	<b>Best Highlights</b>	<b>Best Highlights</b>
Low ability +7.54	Disadvantaged +2.57	White other +6.69
White back ground +3.12	FSMs +2.59	Boys +2.01
Reading low+ 5.01	EAL +2.05	Prior Lower +5.07
<b>Worst Highlights</b>	<b>Worst Highlights</b>	<b>Worst Highlights</b>
FSMs -0.51	SEN Support +0.9	Overall high -0.19
Indian -7.58	Combined low +0.13	FSMs +0.93
Any other ethnic -4.11	Low reading -1.81	SEN Support +0.04

Nationally, the KS2 SATs have dropped approximately 30% when compared with the previous expected standards from 1987 to 2015 and the new 2016 expected standards. For BPA we were above the average in mathematics and writing and slightly below in Reading Comprehension.

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 27 to 41.

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 2015, investment has been made in the following area which have impact on the pupil and staff:-

- Additional play therapy hours
- Increased the use of the Speech and Language Therapist
- New reading scheme (Bug Club)
- New reading books (across all years)

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- Treasure House Vocabulary Scheme
- New brick storage sheds
- Modular staging for performances

### **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

	<b>2014/15</b>	<b>2015/16</b>
Unrestricted fund	£ 281,746	£ 282,244
GAG Reserves (Includes LGPS Pension)	£ 8,716	£ (386,210)
Fixed Asset Fund (Includes Devolved Cap)	£ 7,106,785	£ 6,755,346
<b>TOTAL</b>	<b>£ 7,397,247</b>	<b>£ 6,651,381</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.

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

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**

#### **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 the 9<sup>th</sup> December 2016 and signed on the board's behalf by:



**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
I Chiwandire	2	4
K Barnes	3	4
T Henriot	2	4
C Mills	4	4
Y Ali	0	1
N Chiwandire	3	4
A Adhikari	4	4
R Vere	4	4
S Ali	1	1
M Moran, Accounting Officer, Headteacher	4	4
A Smith	4	4
C Crosdale	3	4

#### **Key Changes**

Miss Y Ali's term as a trustee and Governor of Brentside Primary Academy came to an end on the 01/11/15

Miss Chapman was re-elected as Chair of Governors 28/06/2016

Mrs Ivy Chiwandire Academy Governor re-appointed from 10/09/2015

Mrs Tameeza Henriot Academy Governor re-appointed from 04/09/2015

Mrs Yasmin Ali Parent Governor- term of office ended 09/09/2015

Mrs Kath Barnes Academy Governor re-appointed from 26/11/2015

Mrs Safira Ali Parent Governor elected 13/06/2016

## **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 February 2016 a Review of Teaching & Learning report was written by Cambridge Education. It reported the following.

Evidence about the quality of teaching, learning and assessment show clearly that the school is very well led by a team of committed and determined senior leaders. This clearly has a very strong impact on pupils' academic outcomes and personal development. This is reflected in pupils' high levels of achievement and excellent attitudes.

The short visits to lessons during the day showed that pupils were engaged fully in their learning, were challenged by the work they were given and were highly motivated. All adults have created a very positive climate in classrooms that is centred on learning. This is reflected in the high quality of classroom displays.

A notable strength of teaching is the high quality relationships that teachers have with their pupils. This is one of the reasons for pupils' very self-assured attitudes and their willingness to respond positively to the work they are given. Pupils are eager for new knowledge and consequently achieve well.

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.

### **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.

Attendance at the meetings from 1st September 2015 – 31st August 2016 was as follows:-

<b>Committee Member</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
A Chapman (chairman)	4	4
M Moran (Headteacher and accounting officer)	4	4
I Chiwandire	3	4
C Mills	4	4
R Vere	3	3
C Crosdale	2	3
M Bailey	3	4

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

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:

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
A Chapman	1	1
I Chiwandire	0	1
C Mills	1	1
R Vere	1	1

### **Key Changes**

R Vere was voted onto the Audit Committee on 22<sup>nd</sup> November 2016

### **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

### **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 2015 to 31 August 2016 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 2015 to 31 August 2016 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the 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)**

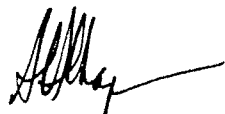
### **Review of effectiveness**

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 the 9<sup>th</sup> December 2016 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 2015. I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2015.

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

**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 2015 and the Academies Direction 2015 to 2016.
- 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 9<sup>th</sup> December 2016 and signed on its behalf by:



**Anne Chapman**  
Trustee

**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 2016 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 2015 to 2016 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 2016, and of its incoming resources and application of resources, including its income and expenditure, for the period then ended;

**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
- have been prepared in accordance with the Charities SORP 2015 and the Academies Accounts Direction 2015 to 2016 issued by the Education Funding Agency.

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

In our opinion the information given in the Trustees' 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  
Emperor's Gate  
114a Cromwell Road  
Kensington  
London SW7 4AG

Date : 14/12/16

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 2015 to 2016, 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 2015 to 31 August 2016 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to 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 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 2015, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

#### **Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2015 to 2016 issued by 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.

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

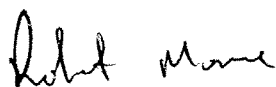
Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the academy trust's income and expenditure.

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 2015 to 31 August 2016 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  
Emperor's Gate  
114a Cromwell Road  
Kensington  
London SW7 4AG

Date 14/12/16

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

## Statement of financial activities for the year ended 31 August 2016 (including income and expenditure account)

	Note	Unrestricted funds £	Restricted general funds £	Restricted fixed asset funds £	Total 2016 £	Total 2015 £
<b>Income from:</b>						
Donations and capital grants	2	-	100	-	100	621
Investments	3	498	-	-	498	556
<i>Charitable activities:</i>						
Funding for the academy trust's educational operations	4	-	2,029,541	8,464	2,038,005	2,118,254
<b>Total</b>		<b>498</b>	<b>2,029,641</b>	<b>8,464</b>	<b>2,038,603</b>	<b>2,119,431</b>
<b>Expenditure on:</b>						
<i>Charitable activities:</i>						
Academy trust educational operations	6	-	2,069,597	359,903	2,429,470	2,472,188
<b>Total</b>	5		<b>2,069,567</b>	<b>359,903</b>	<b>2,429,470</b>	<b>2,472,188</b>
<b>Net income/(expenditure)</b>		<b>498</b>	<b>(39,926)</b>	<b>(351,439)</b>	<b>(390,867)</b>	<b>(352,757)</b>
<b>Other recognised gains and losses</b>						
Actuarial losses on defined benefit pension schemes	22	-	(355,000)	-	(355,000)	(4,000)
<b>Net movement in funds</b>		<b>498</b>	<b>(394,926)</b>	<b>(351,439)</b>	<b>(745,866)</b>	<b>(356,757)</b>
<b>Reconciliation of funds</b>						
Funds brought forward at 1 September 2015		281,746	8,716	7,106,785	7,397,247	7,754,004
<b>Funds carried forward at 31 August 2016</b>		<b>282,244</b>	<b>(386,210)</b>	<b>6,755,346</b>	<b>6,651,381</b>	<b>7,397,247</b>

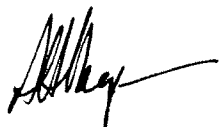


# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

Balance Sheet as at 31 August 2016

	Notes	2016 £	2016 £	2015 £
<b>Fixed assets</b>				
Tangible assets	11		6,997,502	7,295,731
<b>Current assets</b>				
Debtors	12	78,382		95,951
Cash at bank and in hand		414,594		426,947
		<u>492,976</u>		<u>522,898</u>
<b>Liabilities</b>				
Creditors: Amounts falling due within one year	13	<u>(142,098)</u>		<u>(99,382)</u>
<b>Net current assets</b>			350,878	423,516
<b>Total assets less current liabilities</b>			7,348,380	7,719,247
Defined benefit pension scheme liability	22		<u>(697,000)</u>	<u>(322,000)</u>
<b>Total net assets</b>	15		<u>6,651,380</u>	<u>7,397,247</u>
<b>Funds of the academy trust:</b>				
<b>Restricted income funds</b>				
· Fixed asset fund	14		6,755,346	7,106,785
· General fund	14		310,790	330,716
· Pension reserve	14		<u>(697,000)</u>	<u>(322,000)</u>
<b>Total restricted funds</b>			<u>6,369,136</u>	<u>7,115,501</u>
<b>Unrestricted income funds</b>	15		<u>282,244</u>	<u>281,746</u>
<b>Total unrestricted funds</b>			<u>282,244</u>	<u>281,746</u>
<b>Total funds</b>			<u>6,651,380</u>	<u>7,397,247</u>

The financial statements on pages 24 to 41 were approved by the trustees, and authorised for issue on 9<sup>th</sup> December 2016 and are signed on their behalf by:



Anne Chapman  
Chair of Trustee

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

## Statement of Cash Flows for the year ended 31 August 2016

	Notes	2016 £	2015 £
<b>Cash flows from operating activities</b>			
Net cash provided by / (used by) operating activities	17	40,358	(18,905)
Cash flows from financing activities	19	(52,713)	(189,903)
<b>Change in cash and cash equivalents in the reporting period</b>	22	<u>(12,354)</u>	<u>(208,808)</u>
Cash and cash equivalents at 1 September 2015		426,947	635,753
<b>Cash and cash equivalents at 31 August 2016</b>		<u>414,594</u>	<u>426,945</u>

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

**Statement of accounting policies**

**Basis of preparation**

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

Brentside Primary Academy meets the definition of a public benefit entity under FRS 102.

The financial statements for the year ended 31 August 2016 are the first financial statements prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 September 2014. The reported financial position and financial performance for the previous period are not affected by the transition to FRS 102.

**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 and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

**Income**

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

- **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 Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

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

- **Donations**

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

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

**Statement of accounting policies (continued)**

**Expenditure**

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

- **Expenditure on Raising Funds**

This includes all expenditure incurred by the academy trust to raise funds for its charitable purposes.

- **Charitable Activities**

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

**Tangible fixed assets**

All assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund. Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and carried forward in the Balance Sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of each asset on a straight-line basis over its 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 2016**

**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.

**Liabilities**

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

**Provisions**

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

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

**Leased assets**

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

**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 part 11, chapter 3 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.

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

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

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

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

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

**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.

**Critical accounting estimates and areas of judgement**

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

**Critical accounting estimates and assumptions**

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

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

**Critical areas of judgement**

The trustees do not believe there are any critical areas of judgement in the financial statements.

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

## 2. Activities for generating funds

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total 2016 £	Total 2015 £
Other income	-	100	-	100	621
<b>Total</b>	-	<b>100</b>	-	<b>100</b>	<b>621</b>

## 3. Investment income

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total 2016 £	Total 2015 £
Bank interest	498	-	-	498	556
	<b>498</b>	-	-	<b>498</b>	<b>556</b>

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

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total 2016 £	Total 2015 £
<b>DfE/EFA grants</b>					
General Annual Grant (GAG)	-	1,720,692	-	1,720,692	1,729,286
Pupil Premium	-	159,414	-	159,414	179,802
	-	<b>1,880,106</b>	-	<b>1,880,106</b>	<b>1,909,088</b>
<b>Other government grants</b>					
SEN funding	-	7,286	-	7,286	17,383
Other government grants	-	142,149	-	142,149	183,265
<b>Capital funding</b>					
Capital Grants	-	-	8,464	8,464	8,518
	-	<b>149,435</b>	<b>8,464</b>	<b>157,889</b>	<b>209,166</b>
	-	<b>2,029,541</b>	<b>8,464</b>	<b>2,038,005</b>	<b>2,118,254</b>

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

## 5. Resources expended

Staff costs	Non Pay Expenditure		Total 2016	Total 2015
	Premises	Other Costs		
£	£	£	£	£

Academy's educational operations

Direct costs	1,292,789	-	554,265	1,847,054	1,924,768
Allocated support costs	198,064	161,415	222,937	582,416	547,420
	<b>1,490,854</b>	<b>161,415</b>	<b>777,202</b>	<b>2,429,470</b>	<b>2,472,188</b>

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

	2016 £	2015 £
Fees payable to auditor – audit	6,500	6,200
- other services	4,700	6,500
Depreciation	359,903	392,156
	<b>366,403</b>	<b>404,856</b>

## 6. Charitable activities

	2016 £	2015 £
Direct costs – Educational operations	1,832,054	1,924,769
Support costs – Educational operations	597,416	547,418
	<b>2,429,470</b>	<b>2,472,188</b>



# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

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

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total 2016 £	Total 2015 £
<b>Direct costs</b>					
Teaching and educational support staff costs	-	1,292,789	-	1,292,789	1,163,369
Depreciation	-	-	359,903	359,903	392,156
Technology costs	-	21,176	-	21,176	18,813
Educational supplies	-	65,947	-	65,947	73,618
Examination fees	-	86	-	86	-
Staff development	-	9,893	-	9,893	13,250
Travel & subsistence	-	1,821	-	1,821	1,280
Other direct costs	-	67,288	-	67,288	238,516
Educational consultancy	-	13,151	-	13,151	23,767
	-	<b>1,472,151</b>	<b>359,903</b>	<b>1,832,054</b>	<b>1,924,769</b>
<b>Allocated support costs</b>					
Support staff costs	-	213,064	-	213,064	195,588
LGPS costs	-	68,000	-	68,000	54,000
Technology cost	-	5,184	-	5,184	5,822
Recruitment and support	-	31,193	-	31,193	25,787
Maintenance of premises	-	43,971	-	43,971	33,696
Cleaning	-	4,818	-	4,818	5,780
Rent & Rates	-	7,260	-	7,260	3,618
Water	-	16,431	-	16,431	10,390
Energy	-	35,349	-	35,349	40,901
Insurance	-	28,636	-	28,636	31,671
Security	-	6,067	-	6,067	5,766
Transport	-	-	-	-	524
Catering	-	65,117	-	65,117	56,576
Other occupancy costs	-	6,027	-	6,027	6,599
Bank interest and charges	-	57	-	57	112
Administration furniture & equipment (not capitalised)	-	3,116	-	3,116	1,426
Office overheads	-	12,856	-	12,856	9,833
Other support costs	-	22,187	-	22,187	32,253
Governance costs (see note 7)	-	28,083	-	28,083	27,076
	-	<b>597,416</b>	-	<b>597,416</b>	<b>547,419</b>
	-	<b>2,069,567</b>	<b>359,903</b>	<b>2,429,470</b>	<b>2,472,188</b>

### 7. Governance costs

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total 2016 £	2015 £
Legal and professional fees	-	16,883	-	16,883	14,376
Auditors' remuneration					
- Audit of financial statements	-	6,500	-	6,500	6,200
- Other audit costs	-	4,700	-	4,700	6,500
	-	<b>28,083</b>	-	<b>28,083</b>	<b>27,076</b>

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

### 8. Staff

#### a. Staff costs

Staff costs during the period were:

	2016 £	2015 £
Wages and salaries	1,286,316	1,194,492
Social security costs	97,398	86,160
Pension costs	107,139	78,305
	<u>1,490,853</u>	<u>1,358,957</u>
Supply staff costs	67,288	238,516
Staff restructuring costs	15,000	-
	<u>1,573,141</u>	<u>1,597,473</u>

#### b. Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £15,000 (2015: £nil).

#### c. 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:

	2016 No.	2015 No.
Teachers	17	18
Administration and support	20	17
Management	4	3
	<u>41</u>	<u>38</u>

#### d. Higher paid staff

The number of employees whose emoluments exceeded £60,000 (excluding employer pension costs) during the twelve month period was:

	2016 No.	2015 No.
£ 75,000 - £ 85,000	<u>1</u>	<u>1</u>

#### e. Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 3. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £26,273 (2015: £19,410).

# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

### 9. 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	(2015: £80,000 - £85,000)
Employer's pension contributions	£10,000 - £15,000	(2015: £10,000 - 15,000)

C Crosdale (staff trustee):

Remuneration	£55,000 - £60,000	(2015: £55,000 - £60,000)
Employer's pension contributions	£5,000 - £10,000	(2015: £50,000 - £10,000)

A Smith (staff trustee):

Remuneration	£30,000 - £35,000	(2015: £30,000 - £35,000)
Employer's pension contributions	£1,000 - £5,000	(2015: £1,000 - £5,000)

During the period ended 31 August 2016, travel and subsistence expenses totalling £220 were reimbursed to X trustees (2015: £618 reimbursed to 3 trustees)

### 10. 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 2016 £1,278 (2015: £1,241).

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

### 11. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Computer equipment £	Motor vehicles £	Total £
<b>Cost</b>					
At 1 September 2015	7,412,015	583,011	114,974	23,356	8,133,356
Additions	13,478	38,103	10,094	-	61,675
At 31 August 2016	7,425,493	621,114	125,068	23,356	8,195,031
<b>Depreciation</b>					
At 1 September 2015	399,575	329,925	96,844	11,282	837,626
Charged in year	166,533	162,783	25,906	4,681	359,903
At 31 August 2016	566,108	492,708	122,750	15,962	1,197,528
<b>Net book values</b>					
As at 31 August 2016	6,859,385	128,406	2,318	7,393	6,997,502
As at 31 August 2015	7,012,440	253,086	18,130	12,075	7,295,731

# BR ENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

### 12. Debtors

	2016 £	2015 £
VAT recoverable	6,760	11,042
Other debtors	352	1,277
Prepayments and accrued income	71,270	83,632
	<u>78,382</u>	<u>95,951</u>

### 13. Creditors

	2016 £	2015 £
Taxation and social security	30,435	31,543
Accruals and deferred income	111,663	67,839
	<u>142,098</u>	<u>99,382</u>

### Deferred income

	2016 £	2015 £
Deferred income at 1 September 2015	37,231	-
Released from previous years	(37,231)	-
Resources deferred in the year	73,446	37,231
Deferred income at 31 August 2016	<u>73,446</u>	<u>37,231</u>

At the balance sheet date the academy trust was holding funds relating to pupil premium received in advance for the academic year ending 31 August 2017.

### 14. Funds

	Balance at 31 August 2015 £	Incoming resources £	Resources expended £	Gains, losses and transfers £	Balance at 31 August 2016 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	330,716	1,720,692	(1,740,618)	-	310,790
Pupil premium	-	159,414	(159,414)	-	-
SEN funding	-	7,286	(7,286)	-	-
Other DfE/EFA grants	-	142,149	(142,149)	-	-
Other restricted funds	-	100	(100)	-	-
Pension reserve	(322,000)	-	(20,000)	(355,000)	(697,000)
	<u>8,716</u>	<u>2,029,641</u>	<u>(2,069,567)</u>	<u>(355,000)</u>	<u>(386,210)</u>
<b>Restricted fixed asset funds</b>					
DfE/EFA capital grants	-	8,464	-	(8,464)	-
Assets transferred on conversion	7,106,785	-	(359,903)	8,464	6,755,346
	<u>7,106,785</u>	<u>8,464</u>	<u>(359,903)</u>	<u>-</u>	<u>6,755,346</u>
<b>Total restricted funds</b>	<u>7,115,501</u>	<u>2,038,105</u>	<u>(2,429,470)</u>	<u>(355,000)</u>	<u>6,369,136</u>
<b>Unrestricted funds</b>	<u>281,746</u>	<u>498</u>	<u>-</u>	<u>-</u>	<u>282,244</u>
<b>Total Unrestricted funds</b>	<u>281,746</u>	<u>498</u>	<u>-</u>	<u>-</u>	<u>282,244</u>
<b>Total funds</b>	<u>7,397,247</u>	<u>2,038,603</u>	<u>(2,429,470)</u>	<u>(355,000)</u>	<u>6,651,380</u>

**BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)****NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2016**

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 2016.

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.

**15. Analysis of net assets between funds**

	Unrestricted funds	Restricted general funds	Restricted fixed asset funds	Total 2016
	£	£	£	£
Tangible fixed assets	-	-	6,997,502	<b>6,997,502</b>
Current assets	282,244	452,888	(242,156)	<b>492,976</b>
Current liabilities	-	(142,098)	-	<b>(142,098)</b>
Pension scheme liability	-	(697,000)	-	<b>(697,000)</b>
<b>Total net assets</b>	<b>282,244</b>	<b>(386,210)</b>	<b>6,755,346</b>	<b>6,651,380</b>

**16. Capital Commitments**

	2016 £	2015 £
Contracted for, but not provided in the financial statements	-	-

**17. Reconciliation of net Income/expenditure to net cash inflow from Operating Activities**

	2016 £	2015 £
Net Income	(390,867)	(352,757)
Depreciation (Note 11)	359,903	392,155
Capital grants from DfE and other capital income	(8,464)	(8,518)
Interest receivable (Note 3)	(498)	(556)
Defined benefit scheme cost less contributions payable (note 22)	20,000	13,000
Decrease/ (Increase) in debtors	17,568	(16,966)
(Decrease)/ Increase in creditors	(42,716)	(45,263)
<b>Net Cash (used in)/ provided by Operating Activities</b>	<b>40,358</b>	<b>(18,905)</b>

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

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

### **18. Capital expenditure and financial investment**

	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>
Interest received	498	556
Purchase of tangible fixed assets	(61,675)	(198,977)
Capital grants from DfE/YPLA	8,464	8,518
<b>Net cash inflow / (outflow) from capital expenditure and financial investment</b>	<b>(52,713)</b>	<b>(189,903)</b>

### **19. Analysis of changes in net funds**

	<b>At 1 September 2015</b>	<b>Cash flows</b>	<b>At 31 August 2016</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Cash in hand and at bank	426,947	(12,354)	414,594
<b>Total cash and cash equivalents</b>	<b>426,947</b>	<b>(12,354)</b>	<b>414,594</b>

### **20. 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.

### **21. 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 2016**

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

The employer's pension costs paid to TPS in the period amounted to £106,360 (2015: £77,416).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

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

**Local government pension scheme**

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2016 was £67,000 (2015: £57,000) of which employer's contributions totalled £48,000 (2015: £41,000) and employees' contributions totalled £19,000 (2015: £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 2016

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

Principal actuarial assumptions	At 31 August 2016	At 31 August 2015
Rate of increase in salaries	3.65%	3.65%
Rate of increase for pensions in payment/inflation	2.00%	2.20%
Discount rate	2.20%	4.00%
Inflation assumption (CPI)	1.90%	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 2016	At 31 August 2015
<b>Retiring today</b>		
Males	23.0	23.0
Females	25.6	25.5
<b>Retiring in 20 years</b>		
Males	25.3	25.2
Females	28.0	27.9

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

	Fair Value at 31 August 2016 £	Fair Value at 31 August 2015 £
Equities	155,000	90,000
Other bonds	55,000	34,000
Property	22,000	15,000
Cash	1,000	1,000
Other	-	5,000
<b>Market value of assets</b>	<b>233,000</b>	<b>145,000</b>

Amounts recognised in the balance sheet	2016 £	2015 £
Present value of scheme liabilities - funded	(930,000)	(467,000)
Fair value of scheme assets	233,000	145,000
<b>Net liability</b>	<b>(697,000)</b>	<b>(322,000)</b>

The actual return on scheme assets was £30,000 (2015: £1,000).



# BRENTSIDE PRIMARY ACADEMY (A Company Limited by Guarantee)

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

Amounts recognised in the statement of financial activities	2016 £	2015 £
Current service cost (net of employee contributions)	(54,000)	(42,000)
Interest on pension liabilities	(19,000)	(17,000)
Expected return on pension scheme assets	7,000	5,000
Administration expenses	(2,000)	-
<b>Total operating charge</b>	<b>(68,000)</b>	<b>(54,000)</b>

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

	2016 £	2015 £
<b>At 1 September 2015</b>	<b>467,000</b>	<b>392,000</b>
Current service cost	54,000	42,000
Interest cost	19,000	17,000
Employee contributions	19,000	16,000
Actuarial (gain)/loss	377,000	-
Benefits paid	(6,000)	-
<b>At 31 August 2016</b>	<b>930,000</b>	<b>467,000</b>

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

	2016 £	2015 £
<b>At 1 September 2015</b>	<b>145,000</b>	<b>87,000</b>
Expected return on assets	7,000	5,000
Actuarial gain/(loss)	22,000	(4,000)
Employer contributions	48,000	41,000
Employee contributions	19,000	16,000
Administration expense	(2,000)	-
Benefits paid	(6,000)	-
<b>At 31 August 2016</b>	<b>233,000</b>	<b>145,000</b>

## 22. 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.

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 9.