

Registered number: 08138965 (England and Wales)

**BROCKINGTON COLLEGE**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2016**

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**BROCKINGTON COLLEGE**  
**(A company limited by guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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**Members**

C Lewis  
G Spencer (resigned 12 September 2016)  
R Andrews (appointed 12 September 2016)  
J Taylor

**Trustees / Governors**

J Swinfield-Wells, Trustee<sup>1,2,5</sup>  
R Andrews, Chair of Trustees from 12 September 2016<sup>2,4</sup>  
J Briars, Trustee (resigned 1 September 2016)<sup>2,6</sup>  
M Brown, Trustee<sup>1,2,3</sup>  
R Heames, Trustee (resigned 1 September 2016)<sup>2,3</sup>  
K Slipp, Trustee<sup>2,3</sup>  
F Speake, Trustee<sup>2,5</sup>  
G Spencer, Chair of Trustees up to 12 September 2016<sup>1,2,4</sup>  
J Taylor, Trustee<sup>2,4</sup>  
M Walton, Trustee<sup>1,2,5</sup>  
P Johnson, Trustee<sup>2,4</sup>  
Y Doores, Staff Trustee (resigned 22 November 2015)<sup>2,6</sup>  
C Southall, Principal and Accounting Officer<sup>1,2,4</sup>  
R Dunnett, Trustee<sup>1,2,4</sup>  
C Nash, Trustee<sup>2,6</sup>  
E Hawthorne, Staff Trustee<sup>1,2,3</sup>  
M McAllister, Trustee<sup>2,6</sup>  
K Saadat, Trustee<sup>2,6</sup>  
H Gleave, Trustee<sup>1,2,3</sup>  
P Graham, Trustee<sup>2,6</sup>  
U Patel, Trustee<sup>1,5</sup>  
C Bates, Trustee and Responsible Officer<sup>2,5</sup>  
D Richardson (appointed 23 November 2015)<sup>2,6</sup>  
SR Moseley (appointed 16 June 2016)<sup>2,3</sup>

<sup>1</sup> Finance and Pay and Conditions Committee

<sup>2</sup> Board Members

<sup>3</sup> Teaching, Learning and Assessment

<sup>4</sup> Leadership and Management

<sup>5</sup> Pupil Outcomes

<sup>6</sup> Pupil Development, Behaviour and Welfare

**Senior Management Team**

Christopher Southall, Principal  
Clare Darby Vice Principal  
Julie Saunders, Business Manager (resigned 4 January 2016)  
Beverley Cuppelditch, Business Manager (appointed 4 January 2016)  
Sue Lawrence Assistant Principal  
Ian Wilson, Assistant Principal  
Victoria Carr, Assistant Principal  
Jon Barton, Assistant Principal

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**REFERENCE AND ADMINISTRATIVE DETAILS (continued)**  
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**Company Name**

Brockington College

**Principal and registered office**

Blaby Road, Enderby, Leicester, LE19 4AQ

**Company registered number**

08138965

**Independent Auditors**

MHA MacIntyre Hudson, 11 Merus Court, Meridian Business Park, Leicester, LE19 1RJ

**Bankers**

The Co-operative Bank, PO Box 101, 1 Balloon Street, Manchester M60 4EP

**Solicitors**

Lee Bolton Monier-Williams, 1 The Sanctuary, Westminster, London, SW1P 3JT

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**TRUSTEES' REPORT (continued)**  
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The Trustees present their annual report together with the financial statements and auditors' reports of the charitable company for the year ended 31 August 2016. The annual report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

The Trust operates an Academy for pupils aged 11 to 16 serving a catchment area in Enderby, Narborough, Littlethorpe, Huncote Croft and Thurlaston. It has a pupil capacity of 1,200 and had a roll of 1,343 in the school census on 1 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 Brockington College Academy Trust Limited are also the directors of the charitable company for the purposes of company law. The Charitable Company is known as Brockington College.

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

### **Members Liability**

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

### **Trustees' Indemnities**

Trustees benefit from indemnity insurance to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust. The cost of this insurance is included in the Risk Protection Arrangement with the EFA.

### **Method of Recruitment and Appointment or Election of Trustees**

Recruitment of Trustees is outlined in the Memorandum and Articles of Association. Members shall appoint a minimum of 14 Trustees (11 who are appointees of the Diocese of Leicester Educational Trust and 1 who is the incumbent ex-officio). Trustees may co-opt up to 2 Trustees. The members may appoint 2 Staff Trustees through such process as they determine. The appointment of Parent Trustees is made via a parental ballot.

### **Policies and Procedures Adopted for the Induction and Training of Trustees**

Trustee induction training alongside a menu of extensive specialised training is available through the local network of schools that support all new Trustees. The Academy buys into the Local Authority Governor Development Service, who across the Governing Body offers further Trustee training. A skills matrix is kept to identify areas of strength and weakness within the Governing Body.

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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### **Organisational Structure**

The Board of Members meet at least annually to appoint new member Trustees and to receive the annual accounts.

The Full Governing Body meets at least 5 times each year and at each meeting they receive reports from the following committees:

1. Finance and Pay and Conditions – which meets at least 5 times per year
2. Leadership and Management – which meets at least 3 times per year
3. Pupil Outcomes – which meets at least 3 times per year
4. Teaching, Learning and Assessment – which meets at least 3 times per year
5. Pupil Development, Behaviour and Welfare – which meets at least 3 times per year

The day-to-day management of the Academy is delegated to the Principal who has appointed a Leadership Team that meet weekly to discuss both strategic and day-to-day responsibilities.

A scheme of delegation has been approved which provides a clear line of responsibilities at all levels.

### **Arrangements for setting pay and remuneration of key management personnel**

No payments are made to Trustees unless they are also an employee of the Academy and are therefore paid for their role within the Academy.

All teaching staff, including the Principal and those on the Leadership Team, are employed in accordance with the provisions of the School Teachers Pay and Conditions Document and the Academy's Teachers Performance Related Pay Policy. The following pay arrangements have been agreed by the Governing Board using the flexibilities contained within the School Teachers Pay and Conditions Document:

- The Governing Board will consider any recommended pay awards agreed nationally and will decide annually on whether or not these should be applied to the pay ranges detailed in the Academy policy.

- **Principal**

The Governing Board will assign a seven-point Individual School Range based on the school group size, as determined by the School Teachers' Pay and Conditions document. The Governing Board will ensure that there is no overlap of salary bands between the Principal and other leadership posts.

The Governing Board will calculate the Principal group size at the start of each academic year and determine the appropriate Individual School Range for the year. The Governing Board will determine the group size for the school in accordance with the provisions of the School Teachers' Pay and Conditions Document.

On appointment the Principal will be appointed on one of the first 4 points on the ISR.

Progression on the ISR for the Principal will be subject to a review of the Principal's performance set against the annual appraisal review. The Governing Board may decide to award one increment for sustained high quality performance or two increments where performance has been exceptional. Where performance has not been of a sustained high quality the Governing Board may decide that there should be no pay progression. The pay review for the Principal will be completed by 31 December.

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**FOR THE YEAR ENDED 31 AUGUST 2016**

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The Governing Board will ensure that reasons for setting the ISR at a given level are recorded and that the process for the determination of the Principal's salary is fair and transparent.

- **Other Leadership Posts**

The Governing Board will determine a 5 point pay range for all other leadership posts from within the leadership scale contained in the School Teachers' Pay and Conditions Document.

The range for individual posts will be determined according to the duties and responsibilities of the post and may vary between posts. A post with a designated deputy role in the absence of the Principal will be remunerated accordingly above the range for other leadership posts.

On appointment, a teacher paid on the leadership scale will be appointed on one of the first 3 points on the pay range.

The pay range for teachers paid on the leadership spine will be reviewed by 31 October each year or at any time during the year where there is a significant permanent change in the duties and responsibilities of the post, or where it is necessary to consider a retention payment for a member of staff on the leadership spine.

Progression on the pay range for a member of staff paid on the leadership scale will be subject to a review of their performance set against the annual appraisal review. The Governing Board may decide to award one increment for sustained high quality performance or two increments where performance has been exceptional. Where performance has not been of a sustained high quality the Governing Board made decide that there should be no pay progression. The pay review will be completed by 31 October.

For any support staff on the Leadership Team, their pay is determined in line with other similar posts locally and nationally and in accordance with the Academy's Support Staff Pay Policy.

**Related parties and other connected charities and organisations.**

Brockington College works in conjunction with the Football Association to deliver sporting opportunities to the wider community.

**OBJECTIVES AND ACTIVITIES**

**Objects and Aims**

Brockington College is an average sized secondary school for students aged 11-16 which converted to Academy Trust status in August 2012.

Following a successful business case to the Education Funding Agency, Brockington College was granted permission to become an 11-16 secondary school and to increase the number on roll from 900 to 1200 pupils. From September 2015, the college has accepted Year 10 pupils and in September 2016, Year 11 pupils. The first set of GCSE exams will be taken by pupils in June 2017.

There are a high percentage of pupils that are white British, but also pupils from a range of ethnicities, attending the college.

Brockington College was last inspected by Ofsted in January 2014 and was judged to be a good school with outstanding elements.

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**TRUSTEES' REPORT (continued)**  
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The Church of England Voluntary Aided Status is central to the life of the Academy and although there are a variety of faith backgrounds, the strong Christian ethos of the Academy is a firm foundation for all that we do. During the last statutory inspection of Anglican schools, in December 2015, the school was graded as outstanding.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

The Trustees believe that the Academy's admissions policy and achievements and performance in the year (as outlined below) provide clear evidence that the Academy is meeting its obligations as a charity to deliver public benefit.

### **Objectives, Strategies and Activities**

The key priority areas for the college for 2015-16 were:

1. Ensure that Leadership and Management across the college provide the climate for all children to prosper. For 2015-16, we aim to ensure that all leaders work together to provide an environment where not only Key Stage 3, but also Key Stage 4 pupils, can thrive through achieving our whole-school targets.
2. Further develop Teaching and Learning practices to an optimum level. For 2015-16, we aim to ensure that 100% of our teachers have an overall grading of good or better and that 40% of our teachers are graded as outstanding.
3. Ensure that, through inclusive practices, barriers to learning are reduced so that all children make high levels of progress in all areas. We aim to narrow the gap for PPI children alongside targets given within the SIP and to further raise the level of achievement for more and most able pupils.
4. For 2015-16, pupil outcomes will be to make 12 points progress across KS3 and for KS4 pupils to meet ambitious targets of at least 3 levels progress from KS2.
5. Seek additional opportunities for pupils through our extensive range of partnerships. For 2015-16, this will include developing initiatives that support teaching and learning, especially at KS4 and the growing of the school to become an outstanding 11-16 establishment.

These priorities were achieved in the following ways:

1. One year through our first ever Key Stage 4 cohort has seen some outstanding work across the leadership team. The Trustees have developed their knowledge around GCSE provision; the senior leadership team has led a massive increase in pupil numbers, staffing and facilities; The extended senior leadership team has led initiatives for the first time and responsibilities will be increased in 2016-17 and the middle leadership has written schemes of work for Key Stage 4 in all subjects and in most subjects, two schemes of work given that new specifications have been introduced for 2016-17. Our first set of GCSE results through the Year 10 core science exams were very positive with 69% of pupils gaining a C grade or above and leading us to believe that 78% of pupils overall will gain a C grade or above in science by the end of Year 11. Leadership and management was graded as 'truly' outstanding in the Peer Challenge review of April 2016.
2. The college has a rigorous and robust monitoring and evaluation schedule in relation to teaching and learning. We ensure that we have the data available that allows us to reward, celebrate and share good practice. Additionally, we are able to prioritise support for members of staff when it is required. A high priority for the college is CPD for members of staff and we invest heavily in our most precious resource, in this manner. As a result of this work, we graded 88% of our teaching and learning at good and better

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**TRUSTEES' REPORT (continued)**  
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and 38% at outstanding. This was a similar standard to 2014-15 and teaching and learning was recognised as outstanding in the Peer Challenge review of April 2016.

3. In 2015-16, we appointed small group intervention tutors for English and Maths to work predominantly with pupil premium children across the school. 56 pupil premium pupils accessed English provision and 69 accessed Maths provision. In Y9, the progress gap in Maths was narrowed from 0.69 average points difference compared to all pupils to 0.25 points difference. End of year data for Year 10 pupil premium pupils showed that 88% of pupils were making 3 levels of progress (LOP) in English and 60% making 3 LOP in Maths. Additionally, the school appointed a counsellor in 2015-16 who has supported many pupil premium children. In 2016-17, a member of the ESLT will take on responsibility as pupil premium champion. The work of the More and Most Able Co-ordinator (MAMA) in 2015-16 has focussed on raising the aspirations of this group of pupils. There have been many inspirational trips, for example to Oxford University, Cambridge University and to the Houses of Parliament, as well as collaborative work with other schools to raise standards amongst this group of pupils. Pupil behaviour and welfare was graded as outstanding in the Peer Challenge review of April 2016.
4. As part of rigorous monitoring, we continue to track the progress of all pupils so that we are able to respond through targeted intervention. The use of small group intervention at Brockington, has continued to be successful and has led to improved pupil performance and the narrowing of achievement gaps between groups of pupils. This is in addition to the support offered for pupil premium pupils and the MAMA. Our headline data for the end of KS3 in 2015-16 was:
  - English KS2 – KS3 APS progress overall: 9.85; Reading 10.03; Writing: 9.27. 2LP: 43% (based on 12 pts progress) L5 – 94%, L6 – 70%, L7 – 25%
  - Maths KS2 – KS3 APS progress: 11.6; 2LP: 57% (based on 12 pts progress) L5 – 97%, L6 – 79%, L7 – 40%, L8 – 11%.
  - GCSE core science results were 69% of pupils gained an A\*-C grade and 99% an A\*-G grade. End of Year 10 grades across all subjects were very encouraging. Pupil outcomes were graded as outstanding in the Peer Challenge review of April 2016.
5. We are now a lead strategic partner in a local teaching and learning alliance (TELA). This has given us access to a wide range of training opportunities. Additionally, our generous CPD budget means that all teaching staff have access to training externally and internally. All subject areas have also worked hard to develop links with other local schools around key stage 4 that has enabled us to share resources and develop expertise around working with our new Key Stage 4 pupils at Brockington. A notable achievement has been the development of 'excellence groups' together with 8 other recently converted or soon to be converted age range change schools. These have centred around the core subjects of English, maths and science and have each been chaired by a member of the senior leadership team at Brockington.

#### **Public Benefit**

The Trustees of the Academy Trust have complied with their duty to have due regard to the guidance on Public Benefit published by the Charity Commission in exercising their powers and duties.

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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**STRATEGIC REPORT**

**Achievements and Performance**

**Key Performance Indicators**

We were delighted that the Peer Challenge conducted in April 2016 viewed the school as an outstanding provider in all categories. The report can be accessed via the link to the college website below and by picking up the mock Ofsted report on the home page. This supports our successful Ofsted report of January 2014 and our outstanding SIAMS report of December 2015.

<https://www.brockington.leics.sch.uk/>

**KS3 Results and Analysis at AP3 2015-2016**

- 25% of pupils achieved Level 7 in English in Year 9 compared to the target of 32%
- 40% of pupils achieved Level 7 in maths in Year 9 compared to the target of 51%
- 41% of pupils with a KS2 level in English Reading made 2 Levels progress compared to the target of 65%
- 57% of pupils with a KS2 level in maths made 2 Levels progress compared to the target of 65%
- The gap between girls and boys performance at Level 6+ and Level 7+ was narrowed from 2015 at L7+ from 23% to 19%. At L6+ the gap from 2015 remained the same at 17% and at L5+ the gap was narrowed from 3% to 2%. The targets were no more than a 10% gap at L7+ and L6+
- The Y9 APS progress in reading for boys was 9.24 pts and for girls it was 10.8 pts. Year APS target was 10.8 for all pupils and 10.5 for boys
- 11% of pupils in Year 9 maths gained a level 8. The target was also 11%
- No Year 9 pupils gained a level 8 in English. The target was 5%
- There was no increase in the number of boys who had a KS2 level 5+ making 2 Levels of progress.
- There were 63 boys in year 9 who had a KS2 Level 5+ in English. 10 of these or (16%) made 2 levels of progress.
- In 2015 there were 76 boys with Level 5+ in English of which 26 (31%) made 2 levels of progress
- There were reduced numbers of boys with a KS2 L5+ making 2 levels of progress in Maths. 62% of the 54 boys who had a KS2 L5+ in maths made 2 levels of progress in 2015. In 2016 58% of the 41 boys who had a KS2 L5+ in maths made 2 levels of progress.
- 17 out of the 20 BL4 at KS2 pupils in maths made 4 points progress in 2016. The target was all BL4 pupils
- 14 out of the 16 BL4 at KS2 pupils in English made 4 points progress in 2016. The target was all BL4 pupils
- The attainment gap between all pupils and pupil premium pupils was not closed in Maths or English
- The Attainment target in English was to reduce the pupil premium gap to 0% at L5+, 3% at L6+ and 5% at L7+
- The attainment gap in English between all pupils and pupil premium pupils in favour of all pupils was 8% at L5+, 32% at L6+ and 19% at L7+. There was a positive gap at L8 where 2% of pupil premium pupils achieved L8
- The Attainment target in maths was to reduce the pupil premium gap to 0% at L5+, 3% at L6+ and 5% at L7+
- The attainment gap in maths between all pupils and pupil premium pupils in favour of all pupils was 4% at L5+, 22% at L6+ and 34% at L7+ and 12% at L8
- The progress gap target was no more than a 0.2 gap in English and a 0.3 gap in maths. The gap in English was 0.5 and in maths it was 0.25

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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**SEF Outcomes Additional Headline Data at AP3**

- In Year 7 English there are a significant number of pupils more than 1 sub level below their target
- There is no gender bias or specific link to persistent absence or pupil premium. The pupils are across the high and middle ability bands and are not SEN
- In Year 7 Maths the majority of pupils below target are no more than 1 sub level below. Those that are below this are mainly middle ability boys. There is no specific link to SEN, pupil premium or persistent absence
- There is a similar picture in science to maths in that the majority of pupils below target are only 1 sub level below. Those that below this are a mix of boys and girls and are mainly middle ability pupils. There is no specific link to SEN, pupil premium or persistent absence
- In Year 8 English there are a significant number of pupils more than 1 sub level below their target
- The majority are boys. A number are pupil premium but there is a greater number who are not. The pupils are across the high and middle ability bands and are not SEN
- In Year 8 Maths there are very few pupils more than 1 sub level below target
- In Year 8 Science there are a significant number of pupils more than 1 sublevel below target. The group is mainly comprised of boys but not exclusively and the majority fit into the middle ability band. There is no specific link to SEN, pupil premium or persistent absence
- In Year 9 English there are a significant number of pupils more than 1 sub level below their target
- The majority are boys. A number are pupil premium but there is a greater number who are not. The pupils are across the high and middle ability bands. They are not SEN, MAMA (G&T) and they do not fit into the persistent absence category
- In Year 9 maths there are a significant number of pupils more than 1 sub level below their target
- The majority are boys but not exclusively. A small number are pupil premium but there is a greater number who are not. The pupils are mainly in the middle ability band. They are not SEN, MAMA (G&T) and they do not fit into the persistent absence category
- In Year 9 science there are a significant number of pupils more than 1 sub level below their target
- The majority are boys but not exclusively. A small number are pupil premium but the majority are not. The pupils are mainly in the middle ability band. They are not SEN, MAMA (G&T) and they do not fit into the persistent absence category

**KS4 Results and Analysis at AP4 2015-2016**

- The current progress 8 measure is 0.06 (target +0.2)
- 59% of pupils are on target to achieve (9-5) in both English and Maths (target 65%)
- 60% of pupils are on target to achieve 5 A\*-C including English and Maths (9-5) (target 65%)
- 15% of pupils are on track to achieve the EBacc (target 12%)
- The majority of subjects are on target to achieve 70% A\*-C (9-5) (target 70% 9-5)
- 73% are on target to achieve 5 A\*-C including English and Maths (9-4) (target 80% A\*-C)
- AP4 data for Year 10 indicates that in the majority of subjects most pupil groups are on target to achieve expected progress KS2-KS4 (Target 18-24 PTS progress)
- SEF Outcomes Additional Headline Data
- 98% are on target to achieve 5 A\* to G inc English and Maths
- 81% of pupils are on target to achieve 5 A\*-C not including English and Maths
- 36% are on target to achieve 3 A\*-A
- 64% of pupils are on target to achieve grade 5 or above in Maths and 75% on target for grade 4 or above
- 73% of pupils are on target to achieve grade 5 or above in English Language and 86% are on target to achieve grade 4 or above
- 73% of pupils are on target to achieve grade 5 or above in English Literature and 87% are on target to achieve grade 4 or above
- In Maths 67% of pupils are on target to make 3 LOP and 36% are on target to make 4 LOP which is line with the Mean national figures for last year.

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

- In English 86% of pupils are on target to make 3 LOP and 54% are on target to make 4 LOP which is above last year's figures
- Y10 data at AP4 indicates that the progress of pupils at KS4 is on target to be in line with National and County Standards of Expected Progress in English and Maths
- Current data for Y10 at AP4 indicates that, the progress of all groups of pupils is comparable and is in line with National and County Standards of 3 Levels expected progress
- The majority of pupils in high and middle ability prior attainment bands at KS4 are on target to make at least 3 LOP. The majority of pupils with low prior attainment are on target to make 3 LOP in English and in Maths
- The expected progress of disadvantaged pupils in English in Y10 is above national figures for disadvantaged pupils. In Maths the expected progress of disadvantaged pupils is slightly below non disadvantaged pupils by 7% but this is being addressed through SGI (Assessment Analysis Data)
- There are some small changes both positive and negative in the percentages of pupils achieving
- (9-7), (9-5) and 3 and 4 levels of progress. There are some reductions in percentages in Art, Chemistry and Physics and some increases in percentages in Geography, Graphics, ICT and History. See Appendix 1
- In Maths there are a number of pupil groups that may require monitoring and intervention in the Autumn Term of Year 11 due to there being a more than 5% difference in performance between these groups and all pupils at AP4. These groups are pupil premium including FSM, pupils banded Low and Middle ability at KS2. The percentage differences are notable at 9-4 and 9-5 and 3 and 4 Levels of Progress
- In English there are a number of pupil groups that may require monitoring and intervention in the Autumn Term of Year 11 due to there being a more than 5% difference in performance between these groups and all pupils at AP4. These groups include, pupils banded Low ability at KS2 and SEND pupils. The percentage differences are notable at 9-4 and 9-5 and 3 and 4 Levels of Progress
- In English there are several other pupil groups that may require monitoring and intervention in the Autumn Term of Year 11 due to there being a more than 5% difference in performance between these groups and all pupils at AP4. The percentage differences are noticeable at 9-5 and 3 and 4 Levels of Progress. These groups include Males, pupil premium pupils including FSM and Middle Ability pupils
- 13 pupils on target to achieve Maths but not English (9-5)
- 41 Pupils on target to achieve English but not Maths (9-5)
- 113 pupils are not on target to achieve English and Maths (9-5) (9-4 to follow)

**Pupil attendance data 2015-16**

**Period: 01/09/2015 AM to 15/07/2016 PM**

Year Group	Pupils in Year	Attendance	Authorised Absences	Unauthorised Absences	Late Before	Late After
Year 7	248	95.3	4.3	0.4	1.5	0.0
Year 8	285	94.9	4.8	0.3	1.3	0.0
Year 9	298	96.0	3.7	0.3	1.4	0.0
Year 10	287	93.3	5.9	0.9	3.2	0.0
Totals	1118	94.8	4.7	0.5	1.8	0.0

**Number on roll data 2015-16 (15/07/16)**

	Year 7	Year 8	Year 9	Year 10	Total
	248	285	298	287	1118

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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### **Key Financial Performance Indicators**

The Ofsted Report in January 2014 stated that "Finances are managed very well. In the last couple of years since the college opened as an Academy they have balanced what was a deficit budget and now have a small planned surplus to ease the planned move to an 11-16 Academy".

### **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**

### **Reserves Policy**

At 31 August 2016 the total funds comprised:

	£
Unrestricted:	334,000
Restricted: Fixed Asset funds	17,659,000
GAG	303,000
Pension reserve	<u>(2,005,000)</u>
<b>Total</b>	<b><u>16,291,000</u></b>

There are a number of constraints placed upon Academies in terms of financial management. One of these constraints is the inability to borrow funds. This constraint represents a key risk to the Academy in relation to financial planning and monitoring, however, one of the ways the Academy mitigates this risk is through the effective management of reserves which provide alternative temporary funding streams should there be a delay in grant receipts or a sudden unforeseen increase in expenditure.

Trustees have agreed that an appropriate reserves balance would equate to 4 weeks of expenditure, both in terms of salaries and invoices. In broad terms this would equate to approximately £300,000.

The deficit on the pension reserve relates to the non-teaching staff pension scheme where, unlike the teachers' pension scheme, separate assets are held to fund future liabilities as discussed in note 22. The deficit can be met in the longer term from any combination of increased employer or employee contributions, increased government funding or changes to scheme benefits.

Restricted funds will be spent in accordance with the terms of the funding agreement. Unrestricted funds are for use on the general purposes of the Academy, at the discretion of the Trustees. The aim of the Trustees has been to increase this reserve to meet current working capital requirements. The capital requirements are the lease of an 18 classroom modular build to accommodate the additional pupil numbers as a result of 11-16 age range change.

### **Investment Policy**

The Investment Policy can be found in the Financial Management Manual and ensures that the Academy monitor cash flow on a regular basis and that surplus funds are deposited so as to maximise interest, with a consideration to only invest in risk free and short term deposit accounts, whilst limiting liability. Investments held at 31 August 2016 are as follows:

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**BROCKINGTON COLLEGE**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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	Invested £	Interest Earned £
Co-op Current/Deposit Account	613,000*	3,022
Saffron Building Society	101,000	520

\*This is the current account through which all income and expenditure operates. A float of £150 is held within the account whilst the remaining balance is 'swept' automatically overnight to an interest account (deposit account), the balance of which varies daily.

### **Principal Risks and Uncertainties**

The principal risks facing the Academy are included in the Risk Register and Management Plan and include:

- Reputational Risk
- Performance Risk
- Financial Risk – reduction in pupil numbers, reduction in central government funding, unbudgeted increase in teaching or support staff costs, or unbudgeted major capital repairs
- Risks associated with Personnel

Control measures are identified in the Risk Register and Management Plan to manage these risks. The Leadership Team and the Governing Body hold regular discussions on how the Academy can improve further and ensure the first set of GCSE results in August 2017 are as good as they can be. This involves ensuring teaching and learning is monitored, reviewed and improved as well as ensuring students are fully supported in preparation for their exams. Budgets are monitored carefully to facilitate any reduction in funding or change in pupil numbers due to demographic decline.

The Academy also has two insurance policies; one to mitigate the risk of the Local Government Pension Scheme deficit, which the Academy currently holds within its accounts and one to insure against staff long term absence.

The Academy Trust practices through its Board, namely the Governing Body and the constituted committees, risk management principles. Any major risks highlighted at any committee are brought to the main Board with proposed mitigating actions and they continue to be reported until the risk is adequately mitigated.

The Governing Body accepts managed risk as an inevitable part of its operations but maintains an objective not to run unacceptable levels of risk in any area. The subjective nature of the process requires major risks to be resolved by the Governing Body collectively, whilst more minor risks are dealt with by senior executive officers.

### **PLANS FOR FUTURE PERIODS**

The key priority areas for the college are:

1. Ensure that Leadership and Management across the college provide the climate for all children to prosper. For 2016-17, we aim to ensure that all leaders work together to provide an environment where not only Key Stage 3, but also Key Stage 4 pupils, can thrive through achieving our whole-school targets.
2. Further develop Teaching and Learning practices to an optimum level. For 2016-17, we aim to ensure that 100% of our teachers have an overall grading of good or better and that 40% of our teachers are graded as outstanding.
3. Ensure that, through inclusive practices, barriers to learning are reduced so that all children make high levels of progress in all areas. We aim to narrow the gap for disadvantaged children alongside targets given

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**BROCKINGTON COLLEGE**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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within the SIP and to further raise the level of achievement for more and most able pupils.

4. For 2016-17, pupil outcomes will be for the vast majority of pupils to make expected or above expected progress across KS3; for KS4 pupils to meet ambitious targets of at least 3 levels progress from KS2.
5. Seek additional opportunities for pupils through our extensive range of partnerships. For 2016-17, this will include developing initiatives that support teaching and learning and intervention, especially at KS4 and the growing of the school to become an outstanding 11-16 establishment.

We plan to meet these priorities in the following ways:

6. We will build capacity for leadership through giving further non-contact time for one Assistant Principal in order to drive key stage 4 results and non-contact time with a TLR3 allowance of £2K to 3 members of the ESLT in order to drive careers programmes, pastoral development and to become our pupil premium champion.
7. We will continue to prioritise high quality training for all members of staff; to prioritise the recruitment of good/outstanding practitioners; to continue our 'triad' system that provides teaching staff with an internal support and development programme alongside two colleagues; to routinely analyse performance data in order to intervene with pupils and where necessary, with teachers. We will support our NQTs through their involvement in an internal coaching programme alongside senior members of staff, as well as external training.
8. The pupil premium champion will take on responsibility for reducing barriers to learning for disadvantaged pupils. Small group intervention will remain a feature of our curriculum, particularly for vulnerable pupils who are not achieving in line with peers. A new More and Most Able Coordinator will be appointed at the college and has non-contact time set aside to continue to support pupils.
9. We will routinely analyse performance data in order to provide intervention opportunities for pupils. Following each of the assessment points at Key Stage 4, senior leaders will meet for Post-Assessment Briefings (PAB) with all middle leaders to verify the accuracy of performance data and to discuss intervention. Intervention classes will be hosted by all departments for all pupils and there will compulsory intervention for some following analysis using our new data software system, SISRA.
10. We will continue to play a full role in the healthy partnerships of Leicestershire Secondary Heads, Learning South Leicestershire, Thomas Estley Learning Alliance, Brockington Family of Schools and Excellence Groups, which have been extended to include English, maths, science, humanities and MFL.

**FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS**

No funds are held as Custodian Trustee on behalf of others.

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**BROCKINGTON COLLEGE**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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**AUDITOR**

In so far as the Trustees are aware:

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

Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 28 November 2016 and signed on the Board's behalf by:

.....  
**R Andrews**  
Chair of Trustees

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**BROCKINGTON COLLEGE**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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**SCOPE OF RESPONSIBILITY**

As Trustees we acknowledge we have overall responsibility for ensuring that Brockington College Academy 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 Principal, 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 Brockington College 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 5 times during the year.

Attendance during the year at meetings of the Board of Trustees was as follows:

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
J Swinfield-Wells, Trustee	4	5
R Andrews, Trustee	4	5
J Briars, Trustee	5	5
M Brown, Trustee	4	5
R Heames, Trustee	5	5
K Slipp, Trustee	5	5
F Speake, Trustee	4	5
G Spencer, Trustee	5	5
J Taylor, Trustee	5	5
M Walton, Trustee	5	5
P Johnson, Trustee	5	5
Y Doores, Staff Trustee	1	1
C Southall, Principal	4	5
R Dunnett, Trustee	5	5
C Nash, Trustee	5	5
E Hawthorne, Staff Trustee	4	5
M McAllister, Trustee	5	5
K Saadat, Trustee	4	5
H Gleave, Trustee	5	5
P Graham, Trustee	5	5
U Patel, Trustee	5	5
C Bates, Trustee	4	5
D Richardson	4	4

During the year the Trustees committees were restructured to reflect the updated Ofsted Framework for Inspection as follows:

- Leadership and Management
- Teaching, Learning and Assessment
- Pupil Outcomes

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**BROCKINGTON COLLEGE**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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- Pupil Development, Behaviour and Welfare
- Finance and Pay and Conditions

These committees focus on a specific area which has enabled a more in depth understanding to inform the reports given directly back to the full Governing Body. As a result, Trustees are better informed on school progress and make a useful contribution to monitoring work and ultimately college improvement.

The Governing Body skills audit also ensured that training is now more directly linked with the individual Trustee's needs and committee links. New Trustees will complete a skills audit upon appointment, which will be reviewed approximately every two years.

A Strategy Group has been established, whose first meeting will be in November 2016, to consider the options for the future development and direction of the Academy and report to the Governing Body.

It was reported in the Ofsted inspection in January 2014 that "Governors know the strengths of the college and what can improve further. They have a good range of skills and experience to support and challenge college leaders and managers".

The Finance and Pay and Conditions Committee is a committee of the main Board of Trustees. Its purpose is to:

- review with the Principal, the staffing structure and salaries for the predicted annual financial budget.
- review the School Pay Policy, taking account of current legislation and any guidance issued by the Department of Education and to recommend amendments to the full governing body for approval.
- ensure that the School Pay Policy is applied
- make recommendations to the full Governing Body, in respect of remuneration.
- set the annual budget and make recommendations to the full Governing Body.
- monitor and review the annual budget and report to the full Governing Body.
- monitor and review all income streams and report to the full Governing Body.
- present a report to the full Governing Body at least once a term.
- recommend to the full Governing Body investment opportunities and to monitor such investments.
- make any other relevant recommendations to the full Governing Body that relate to finance or pay and conditions.

Attendance at meetings in the year were as follows:

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
M Brown (Chair)	5	5
R Dunnett Trustee	4	5
H Gleave Trustee	5	5
E Hawthorne Staff Trustee	2	5
U Patel Trustee	3	5
C Southall (Principal)	4	5
G Spencer Chair of Trustees	5	5
J Swinfield-Wells Trustee	4	5
M Walton Trustee	5	5

The Finance and Pay and Conditions Committee with the addition of the Responsible Officer (RO) forms the Audit Committee and is also a sub-committee of the main Board of Trustees. Its purpose is to:

- ensure correct accounting records are kept in accordance with the EFA Academy Reporting guidelines
- ensure a robust internal control system has been developed and co-ordinated by the Principal

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**BROCKINGTON COLLEGE**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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- review audit reports and report to the full Governing Body

#### **REVIEW OF VALUE FOR MONEY**

As Accounting Officer the Principal 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 appropriate. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by:

- Reviewing all contracts for services and re-negotiating or changing provider. This includes gas and electric which have resulted in major savings. Light bulbs have now been or are in the process of being changed to energy savings bulbs.
- Opening the college 7 days a week to maximise income potential whilst providing the community with additional sporting and social opportunities.

#### **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 Brockington College for the year ended 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 year ended 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 Pay and Conditions 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

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**BROCKINGTON COLLEGE**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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- 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 Leicestershire County Council as internal auditor and Ms C Bates (Trustee) as the Responsible Officer.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. On an annual basis, the internal auditor and Responsible Officer report to the Board of Trustees, through the Audit Committee on the operation of the systems of control and on the discharge of the Board of Trustee's financial responsibilities.

**REVIEW OF EFFECTIVENESS**

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

- the comments of the internal auditor
- the work of the external auditor
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework

Approved by order of the members of the Board of Trustees on 28 November 2016 and signed on its behalf by:

.....  
**R Andrews**  
Chair of Trustees

.....  
**C Southall, Principal**  
Accounting Officer

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**BROCKINGTON COLLEGE**  
**(A company limited by guarantee)**

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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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As Accounting Officer of Brockington College 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 Secretary of State for Education. 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 the following instance of material irregularity, impropriety or funding non-compliance discovered to date have been notified to the Board of Trustees and EFA. If any instances are identified after the date of this statement, these will be notified to the Board of Trustees and EFA:

- During the year, the Academy failed to comply with the Academies Financial Handbook 2015 2.3.3 Internal Control, as there was no independent checking of financial controls, systems, transactions and risks.

The Academy has appointed Leicestershire County Council to fulfil the internal audit requirements but there has not been any internal audit work completed during the year. It is noted that an internal audit visit is scheduled for January 2017.

.....  
**C Southall, Principal**  
Accounting Officer

28 November 2016

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**BROCKINGTON COLLEGE**  
**(A Company Limited by Guarantee)**

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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The Trustees (who act as Governors of Brockington College 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 published by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law.

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 of the Charities SORP 2015 and the Academies' Accounts Direction 2015 to 2016;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from 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 and signed on its behalf by:

.....  
**G Spencer**  
Chair of Trustees

**28 November 2016**

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**BROCKINGTON COLLEGE**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
BROCKINGTON COLLEGE**

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We have audited the financial statements of Brockington College for the year ended 31 August 2016 which comprise the Statement of Financial Activities Incorporating Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows 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) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Academies Accounts Direction 2015 to 2016 issued by the Education Funding Agency.

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

**RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITOR**

As explained more fully in the Trustees' Responsibilities Statement set out on page 2, the Trustees (who are also the directors of the Academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

**SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS**

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

**OPINION ON FINANCIAL STATEMENTS**

In our opinion the financial statements:

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

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**BROCKINGTON COLLEGE**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
BROCKINGTON COLLEGE**

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**OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006**

In our opinion the information given in the Trustees' Report, incorporating the Strategic Report, for the financial year 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.

Robert Nelson BA FCA DChA (Senior Statutory Auditor)

for and on behalf of

**MHA MacIntyre Hudson**

Chartered Accountants  
Statutory Auditors

11 Merus Court  
Meridian Business  
Park Leicester  
LE19 1RJ

15 December 2016

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**BROCKINGTON COLLEGE**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO  
BROCKINGTON COLLEGE AND THE EDUCATION FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 20 September 2016 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 Brockington College during the year ended 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 Brockington College and the EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Brockington College and the 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 Brockington College and the EFA, for our work, for this report, or for the conclusion we have formed.

**RESPECTIVE RESPONSIBILITIES OF BROCKINGTON COLLEGE'S ACCOUNTING OFFICER AND THE  
REPORTING ACCOUNTANT**

The Accounting Officer is responsible, under the requirements of Brockington College's funding agreement with the Secretary of State for Education dated 22 March 2013, 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 year ended 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 the EFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw our conclusions includes:

- a review of the objectives and activities of the Academy, with reference to the income streams and other information available to us as auditors of the Academy;
- testing of a sample of grants received and other income streams;
- testing of a sample of payments to suppliers and other third parties;
- testing of a sample of payroll payments to staff;
- evaluating the internal control procedures and reporting lines, and testing as appropriate; and
- reviewing the Minutes of the meetings of the Governing Body and other evidence made available to us, relevant to our consideration of regularity.

## **CONCLUSION**

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

### **Matter 1 - Internal Control**

During the year, the Academy failed to comply with the Academies Financial Handbook 2015 2.3.3 Internal Control, as there was no process for independent checking of financial controls, systems, transactions and risks.

The Academy has appointed Leicestershire County Council to fulfil the internal audit requirements but there has not been any internal audit work completed during the year. It is noted that an internal audit visit is scheduled for January 2017.

Reporting Accountant  
**MHA MacIntyre Hudson**

Chartered Accountants

11 Merus Court  
Meridian Business  
Park Leicester  
LE19 1RJ

15 December 2016

**BROCKINGTON COLLEGE**  
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 AUGUST 2016**

	Note	Unrestricted funds 2016 £000	Restricted funds 2016 £000	Fixed asset funds 2016 £000	Total funds 2016 £000	Total funds 2015 £000
<b>INCOME FROM:</b>						
Donations and capital grants	2	-	19	175	194	11
Funding for the Academy						
Trust's educational activities	3	3	5,393	21	5,417	3,953
Other trading activities	4	426	6	-	432	342
Investments	5	5	-	-	5	7
<b>TOTAL INCOME</b>		<b>434</b>	<b>5,418</b>	<b>196</b>	<b>6,048</b>	<b>4,313</b>
<b>EXPENDITURE ON:</b>						
Raising funds	6	300	-	-	300	274
Academy Trust educational operations	7	-	5,366	598	5,964	4,592
<b>TOTAL EXPENDITURE</b>		<b>300</b>	<b>5,366</b>	<b>598</b>	<b>6,264</b>	<b>4,866</b>
<b>NET INCOME / (EXPENDITURE) BEFORE TRANSFERS</b>						
Transfers between Funds	18	134 (197)	52 -	(402) 197	(216) -	(553) -
<b>NET INCOME / (EXPENDITURE) BEFORE OTHER GAINS AND LOSSES</b>						
Actuarial losses on defined benefit pension schemes	22	-	(469)	-	(469)	(21)
<b>NET MOVEMENT IN FUNDS</b>		<b>(63)</b>	<b>(417)</b>	<b>(205)</b>	<b>(685)</b>	<b>(574)</b>
<b>RECONCILIATION OF FUNDS:</b>						
Total funds brought forward		397	(1,285)	17,864	16,976	17,550
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>334</b>	<b>(1,702)</b>	<b>17,659</b>	<b>16,291</b>	<b>16,976</b>

The notes on pages 28 to 49 form part of these financial statements.

**BROCKINGTON COLLEGE**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 08138965**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2016**

	Note	£000	2016 £000	£000	2015 £000
<b>FIXED ASSETS</b>					
Tangible assets	14		<b>17,659</b>		17,864
<b>CURRENT ASSETS</b>					
Stocks	15	<b>5</b>		6	
Debtors	16	<b>160</b>		79	
Cash at bank and in hand		<b>714</b>		673	
			<b>879</b>	<b>758</b>	
<b>CREDITORS:</b> amounts falling due within one year	17	<b>(242)</b>		(216)	
<b>NET CURRENT ASSETS</b>			<b>637</b>		542
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
Defined benefit pension scheme liability	22		<b>(2,005)</b>		(1,430)
<b>NET ASSETS INCLUDING PENSION SCHEME LIABILITIES</b>			<b>16,291</b>		16,976
<b>FUNDS OF THE ACADEMY</b>					
Restricted funds:					
Restricted income funds	18	<b>303</b>		145	
Fixed asset funds	18	<b>17,659</b>		17,864	
Restricted funds excluding pension liability		<b>17,962</b>		18,009	
Pension reserve		<b>(2,005)</b>		(1,430)	
Total restricted funds			<b>15,957</b>		16,579
Unrestricted income funds	18		<b>334</b>		397
<b>TOTAL FUNDS</b>			<b>16,291</b>		16,976

The financial statements were approved by the Trustees, and authorised for issue, on 28 November 2016 and are signed on their behalf, by:

.....  
**G Spencer**  
**Chair of Trustees**

.....  
**C Southall**  
**Accounting Officer**

The notes on pages 28 to 49 form part of these financial statements.

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**BROCKINGTON COLLEGE**  
**(A Company Limited by Guarantee)**

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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	<b>Note</b>	<b>2016</b> <b>£000</b>	<b>2015</b> <b>£000</b>
<b>Cash flows from operating activities</b>			
Net cash provided by/(used in) operating activities	20	<u>233</u>	<u>(26)</u>
<b>Cash flows from investing activities:</b>			
Interest received		5	7
Purchase of tangible fixed assets		(393)	(137)
Capital grants from DfE/EFA		19	18
Capital grants from local authority and other capital income		<u>177</u>	<u>-</u>
<b>Net cash used in investing activities</b>		<u>(192)</u>	<u>(112)</u>
<b>Change in cash and cash equivalents in the year</b>		<b>41</b>	<b>(138)</b>
Cash and cash equivalents brought forward		<u>673</u>	<u>811</u>
<b>Cash and cash equivalents carried forward</b>	21	<u><u>714</u></u>	<u><u>673</u></u>

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

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**1. ACCOUNTING POLICIES**

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), judgements and key sources of estimation uncertainty, is set out below.

**1.1 Basis of preparation of financial statements**

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

The Financial Statements are prepared in £ sterling, the functional currency, rounded to the nearest £1,000.

**First time adoption of FRS 102**

These financial statements are the first financial statements of Brockington College prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102) and the Charities SORP 2015 (SORP 2015). The financial statements of Brockington College for the year ended 31 August 2015 were prepared in accordance with previous Generally Accepted Accounting Practice ('UK GAAP') and SORP 2005.

Some of the FRS 102 recognition, measurement, presentation and disclosure requirements and accounting policy choices differ from previous UK GAAP. Consequently, the Trustees have amended certain accounting policies to comply with FRS 102 and SORP 2015.

Reconciliations to previous UK GAAP for the comparative figures are included in note 28.

**1.2 Going concern**

The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

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

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**1. ACCOUNTING POLICIES (continued)**

**1.3 Income**

All income is recognised once the Academy has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities 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 meeting any performance-related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. 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 are recognised on a receivable basis where the receipt is probable, there are no performance related conditions and the amount can be reliably measured.

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

**1.4 Expenditure**

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

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

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

All resources expended are inclusive of irrecoverable VAT.

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

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**1. ACCOUNTING POLICIES (continued)**

**1.5 Tangible fixed assets and depreciation**

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

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

Long leasehold land	-	125 years life of lease
Long leasehold property	-	2% straight line
Long leasehold property improvements	-	2% straight line and 33% straight line per annum
Fixtures, fittings & equipment	-	20% straight line per annum
Computer equipment	-	33% straight line per annum

**1.6 Operating leases**

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

**1.7 Stocks**

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

**1.8 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the academy; this is normally upon notification of the interest paid or payable by the bank.

**1.9 Taxation**

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

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

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**1. ACCOUNTING POLICIES (continued)**

**1.10 Debtors**

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

**1.11 Cash at bank and in hand**

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**1.12 Liabilities and provisions**

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 anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are 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.

**1.13 Financial instruments**

The academy only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**1.14 Pensions**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of 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**

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**1. 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 Incorporating Income and Expenditure Account and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

**1.15 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 amounts of assets and liabilities within the next financial year are discussed below.

The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. See note 14 for the carrying amount of fixed assets, and note 1.5 for the useful economic lives for each class of assets.

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.

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

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**1. ACCOUNTING POLICIES (continued)**

**1.16 Fund accounting**

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

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

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder and include grants from the Department for Education.

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

**2. DONATIONS AND CAPITAL GRANTS**

	<b>Unrestricted funds 2016 £000</b>	<b>Restricted funds 2016 £000</b>	<b>Fixed asset funds 2016 £000</b>	<b>Total funds 2016 £000</b>	<b>Total funds 2015 £000</b>
Donations	-	19	-	19	11
Local Authority capital grant	-	-	175	175	-

In 2015, of the total income from donations and capital grants, £11,000 was to unrestricted funds and £ NIL was to restricted funds

**BROCKINGTON COLLEGE**  
(A Company Limited by Guarantee)

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

**3. FUNDING FOR ACADEMY TRUST'S EDUCATIONAL OPERATIONS**

	Unrestricted funds 2016 £000	Restricted funds 2016 £000	Total funds 2016 £000	Total funds 2015 £000
<b>DfE/EFA grants</b>				
General Annual Grant (GAG)	-	4,798	4,798	3,490
Pupil Premium	-	192	192	153
Devolved Formula Capital	-	19	19	18
Other EFA/DfE grants	-	55	55	45
	<u>-</u>	<u>5,064</u>	<u>5,064</u>	<u>3,706</u>
<b>Other government grants</b>				
Local Authority grants	-	123	123	52
	<u>-</u>	<u>123</u>	<u>123</u>	<u>52</u>
<b>Other funding</b>				
Trips and parental contributions	3	204	207	149
Insurance claims	-	8	8	20
Other income	-	15	15	26
	<u>3</u>	<u>227</u>	<u>230</u>	<u>195</u>
	<u><u>3</u></u>	<u><u>5,414</u></u>	<u><u>5,417</u></u>	<u><u>3,953</u></u>

In 2015, of the total income from charitable activities, £ *NIL* was to unrestricted funds and £3,953,000 was to restricted funds.

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

**4. OTHER TRADING ACTIVITIES**

	Unrestricted funds 2016 £000	Restricted funds 2016 £000	Total funds 2016 £000	Total funds 2015 £000
Rental and hire of facilities	148	-	148	145
Catering	271	-	271	184
Other income	4	6	10	9
Vending machine income	3	-	3	4
	<u>426</u>	<u>6</u>	<u>432</u>	<u>342</u>

In 2015, of the total income from other trading activities, £336,000 was to unrestricted funds and £6,000 was to restricted funds.

**5. INVESTMENT INCOME**

	Unrestricted funds 2016 £000	Restricted funds 2016 £000	Total funds 2016 £000	Total funds 2015 £000
Investment income	5	-	5	7
	<u>5</u>	<u>-</u>	<u>5</u>	<u>7</u>

In 2015, of the total investment income, £7,000 was to unrestricted funds and £ NIL was to restricted funds.

**6. COSTS OF ACTIVITIES FOR GENERATING FUNDS**

	Unrestricted funds 2016 £000	Restricted funds 2016 £000	Total funds 2016 £000	Total funds 2015 £000
Catering	127	-	127	132
Premises costs	18	-	18	23
Kitchen and premises staff costs	155	-	155	119
	<u>300</u>	<u>-</u>	<u>300</u>	<u>274</u>

In 2015, of the total voluntary income, £249,000 was to unrestricted funds and £25,000 was to restricted funds.

**BROCKINGTON COLLEGE**  
**(A Company Limited by Guarantee)**

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

**7. ACADEMY TRUST EDUCATIONAL OPERATIONS**

	<b>Total funds 2016 £000</b>	<b>Total funds 2015 £000</b>
<b>DIRECT COSTS - EDUCATIONAL OPERATIONS</b>		
Wages and salaries	<b>2,595</b>	2,174
National insurance	<b>203</b>	163
Pension cost	<b>473</b>	362
Depreciation	<b>598</b>	442
Educational supplies	<b>75</b>	60
Examination fees	<b>6</b>	-
Staff development	<b>20</b>	35
Other direct costs	<b>180</b>	119
Insurance	<b>-</b>	27
	<b>4,150</b>	3,382
<b>SUPPORT COSTS - EDUCATIONAL OPERATIONS</b>		
Wages and salaries	<b>678</b>	547
National insurance	<b>41</b>	29
Pension cost	<b>127</b>	92
Pension finance cost (note 13)	<b>54</b>	49
Travel and subsistence	<b>4</b>	4
Recruitment and support	<b>18</b>	14
Maintenance of premises and equipment	<b>171</b>	108
Cleaning	<b>14</b>	12
Rent and rates	<b>178</b>	7
Energy costs	<b>80</b>	55
Insurance	<b>76</b>	45
Catering	<b>55</b>	-
Legal and professional	<b>21</b>	49
Other support costs	<b>211</b>	130
Bank charges and interest	<b>73</b>	56
Governance costs	<b>13</b>	13
	<b>1,814</b>	1,210
	<b>5,964</b>	4,592

**BROCKINGTON COLLEGE**  
**(A Company Limited by Guarantee)**

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

**8. TOTAL RESOURCES EXPENDED**

	<b>Staff costs</b>	<b>Premises</b>	<b>Other costs</b>	<b>Total</b>	<b>Total</b>
	<b>2016</b>	<b>2016</b>	<b>2016</b>	<b>2016</b>	<b>2015</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Expenditure on raising voluntary income	155	18	127	300	274
Activities:					
Direct costs	3,271	542	337	4,150	3,382
Support costs	900	357	557	1,814	1,210
	<u>4,326</u>	<u>917</u>	<u>1,021</u>	<u>6,264</u>	<u>4,866</u>

In 2016, of the total expenditure, £300,000 (2015 - £249,000) was to unrestricted funds and £5,964,000 (2015 - £4,617,000) was to restricted funds.

**9. NET INCOMING RESOURCES/(RESOURCES EXPENDED)**

This is stated after charging:

	<b>2016</b>	<b>2015</b>
	<b>£000</b>	<b>£000</b>
Depreciation of tangible fixed assets:		
- owned by the charity	598	442
Auditor's remuneration for audit services	12	12
Internal audit costs	1	1
Operating lease rentals:		
- other operating lease	153	6
	<u>153</u>	<u>6</u>

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**BROCKINGTON COLLEGE**  
**(A Company Limited by Guarantee)**

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

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**10. STAFF COSTS**

Staff costs were as follows:

	<b>2016</b>	2015
	<b>£000</b>	£000
Wages and salaries	<b>3,368</b>	2,808
Social security costs	<b>248</b>	195
Operating costs of defined benefit pension schemes	<b>624</b>	472
	<hr/> <b>4,240</b>	<hr/> 3,475
Supply teacher costs	<b>32</b>	11
Pension finance costs (note 13)	<b>54</b>	49
	<hr/> <b>4,326</b> <hr/>	<hr/> 3,535 <hr/>

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

	<b>2016</b>	2015
	<b>No.</b>	No.
Teaching	<b>62</b>	48
Administration and support	<b>83</b>	75
Management	<b>7</b>	7
	<hr/> <b>152</b> <hr/>	<hr/> 130 <hr/>

Average number expressed as a full time equivalent:

	<b>2016</b>	2015
	<b>No.</b>	No.
Teachers	<b>52</b>	40
Management	<b>52</b>	46
Administration and support	<b>7</b>	7
	<hr/> <b>111</b> <hr/>	<hr/> 93 <hr/>

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

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

	<b>2016</b>	2015
	<b>No.</b>	No.
In the band £60,001 - £70,000	<b>1</b>	1
In the band £90,001 - £100,000	<b>1</b>	1

The above employees contribute to the Teachers Pension Scheme. The annualised contributions for the employees were £11,492 (2015 - £9,498) to Teachers Pension Scheme and £15,789 (2015 - £12,740) to the LGPS scheme.

The Key Management Personnel of the Academy Trust comprise the Trustees and the senior leadership team as listed on page 1. The total amount of employer benefits (including employer pension contributions) received by Key Management Personnel for their services to the Academy Trust was £539,355 (2015 - £487,706)

**11. TRUSTEES' REMUNERATION AND EXPENSES**

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

		<b>2016</b>	2015
		<b>£000</b>	£000
Chris Southall (Principal)	Remuneration	<b>95-100</b>	90-95
	Pension contributions paid	<b>15-20</b>	10-15
Yvonne Doores	Remuneration	<b>0-5</b>	10-15
	Pension contributions paid	<b>0-5</b>	0-5
Edel Hawthorne	Remuneration	<b>30-35</b>	25-30
	Pension contributions paid	<b>5-10</b>	0-5
Dale Richardson	Remuneration	<b>20-25</b>	-
	Pension contributions paid	<b>5-10</b>	-

During the year, two Trustee received reimbursement of expenses of £87 (2015 - £50).

Other related party transactions involving Trustees are set out in note 24.

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

**12. TRUSTEES' AND OFFICERS' INSURANCE**

The Academy Trust has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business, and provides cover up to £5,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme.

**13. PENSION FINANCE COST**

	<b>2016</b>	2015
	<b>£000</b>	£000
Expected return on pension scheme assets	<b>50</b>	41
Interest on pension scheme liabilities	<b>(104)</b>	(90)
	<u><b>(54)</b></u>	<u>(49)</u>

**14. TANGIBLE FIXED ASSETS**

	Long leasehold land and buildings £000	Leasehold property improvements £000	Fixtures and fittings £000	Computer equipment £000	Total £000
<b>Cost</b>					
At 1 September 2015	<b>18,816</b>	41	105	175	<b>19,137</b>
Additions	-	314	30	49	393
At 31 August 2016	<u><b>18,816</b></u>	<u>355</u>	<u>135</u>	<u>224</u>	<u><b>19,530</b></u>
<b>Depreciation</b>					
At 1 September 2015	<b>1,154</b>	1	30	88	<b>1,273</b>
Charge for the year	428	89	25	56	598
At 31 August 2016	<u><b>1,582</b></u>	<u>90</u>	<u>55</u>	<u>144</u>	<u><b>1,871</b></u>
<b>Net book value</b>					
At 31 August 2016	<u><b>17,234</b></u>	<u>265</u>	<u>80</u>	<u>80</u>	<u><b>17,659</b></u>
At 31 August 2015	<u>17,662</u>	<u>40</u>	<u>75</u>	<u>87</u>	<u>17,864</u>

Included in long leasehold land and buildings is land valued at £1,275,000 on conversion in 2012 by The Education Funding Agency MRICS, using the depreciation replacement method. The freehold of this land and buildings is owned by Leicestershire County Council. The Academy Trust holds a 125 year lease on a peppercorn rent from 2012.

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

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**15. STOCKS**

	<b>2016</b>	2015
	<b>£000</b>	£000
Catering stock and supplies	<u>5</u>	<u>6</u>

**16. DEBTORS**

	<b>2016</b>	2015
	<b>£000</b>	£000
Trade debtors	4	-
VAT recoverable	27	-
Prepayments and accrued income	129	79
	<u>160</u>	<u>79</u>

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

	<b>2016</b>	2015
	<b>£000</b>	£000
Trade creditors	2	14
VAT	-	9
Taxation and social security	78	59
Other creditors	4	1
Accruals and deferred income	158	133
	<u>242</u>	<u>216</u>

	<b>2016</b>	2015
	<b>£000</b>	£000
<b>Deferred income</b>		
Deferred income at 1 September 2015	49	74
Resources deferred during the year	114	49
Amounts released from previous years	(49)	(74)
	<u>114</u>	<u>49</u>

At the balance sheet date the Academy Trust was holding funds received in advance for school trips and rates reimbursement.

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

**18. STATEMENT OF FUNDS**

	Brought forward £000	Income £000	Resources expended £000	Transfers in/(out) £000	Gains/ (losses) £000	Carried forward £000
<b>Unrestricted funds</b>						
Unrestricted funds	397	434	(300)	(197)	-	334
<b>Restricted funds</b>						
General Annual Grant (GAG)	121	4,798	(4,616)	-	-	303
Other DfE/EFA grants	-	55	(55)	-	-	-
Pupil premium	24	192	(216)	-	-	-
Local authority grants	-	123	(123)	-	-	-
Other income	-	250	(250)	-	-	-
Pension reserve	(1,430)	-	(106)	-	(469)	(2,005)
	(1,285)	5,418	(5,366)	-	(469)	(1,702)
<b>Restricted fixed asset funds</b>						
Net book value of fixed assets	17,864	196	(598)	197	-	17,659
Total restricted funds	16,579	5,614	(5,964)	197	(469)	15,957
Total of funds	16,976	6,048	(6,264)	-	(469)	16,291

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

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

**General Annual Grant (GAG)**

Funds from the Education Funding Agency for the provision of education, in line with the funding agreement.

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2016.

**Other DfE/EFA Grants**

Other funds provided by the DfE/EFA for particular purposes within the Academy's educational operations.

**Pupil premium**

Additional funds from the Education Funding Agency to support their disadvantaged pupils and close the attainment gap between them and their peers. This is allocated for every pupil who receives free school meals.

**Other grants**

These funds include High Needs Funding from the Local Authority, pupil premium for looked after children and funding from the Department for Work and Pensions.

**Other income**

These consist of income from all other sources to be used primarily for the Academy's educational operations.

**Pension reserve**

Being the fund in relation to the defined benefit pension scheme liability included in the balance sheet. The fund is in deficit given the nature of the liability, however, this is not payable immediately.

**Restricted Fixed asset funds**

The net book value of fixed asset fund has been set up to recognised the tangible assets held by the Academy Trust and is equivalent to the net book value of tangible fixed assets. Depreciation of tangible fixed assets is allocated to this fund.

**19. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted funds 2016 £000	Restricted funds 2016 £000	Fixed asset funds 2016 £000	Total funds 2016 £000	Total funds 2015 £000
Tangible fixed assets	-	-	17,659	17,659	17,864
Current assets	334	545	-	879	758
Creditors due within one year	-	(242)	-	(242)	(216)
Provisions for liabilities and charges	-	(2,005)	-	(2,005)	(1,430)
	<u>334</u>	<u>(1,702)</u>	<u>17,659</u>	<u>16,291</u>	<u>16,976</u>

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

	<b>2016</b>	2015
	<b>£000</b>	£000
Net expenditure for the year (as per Statement of financial activities)	<b>(216)</b>	(553)
<b>Adjustment for:</b>		
Depreciation charges	<b>598</b>	442
Returns on investments and servicing of finance	<b>(5)</b>	(7)
Decrease in stocks	<b>1</b>	2
(Increase)/decrease in debtors	<b>(81)</b>	61
Increase/(decrease) in creditors	<b>26</b>	(50)
Capital grants from DfE and other capital income	<b>(196)</b>	(18)
Defined benefit pension scheme cost less contributions payable	<b>52</b>	48
Defined benefit pension scheme finance cost	<b>54</b>	49
<b>Net cash provided by/(used in) operating activities</b>	<b>233</b>	(26)

**21. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	<b>2016</b>	2015
	<b>£000</b>	£000
Cash in hand	<b>714</b>	673
Total	<b>714</b>	673

**22. PENSION COMMITMENTS**

The Academy's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Leicestershire County Council. Both are Multi-Employer Defined Benefit Pension Schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 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.

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**22. PENSION COMMITMENTS (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%, which was payable from September 2015. The next valuation of the TPS will be as at March 2016, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2019.

The employer's pension costs paid to TPS in the period amounted to £358,000 (2015 - £249,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website ([www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx](http://www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx)).

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2016 was £277,000 (2015 - £227,000), of which employer's contributions totalled £214,000 (2015 - £175,000) and employees' contributions totalled £63,000 (2015 - £52,000). The agreed contribution rates for future years are 21.4% for employers and between 5.5% - 12.5% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of Academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

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**22. PENSION COMMITMENTS (continued)**

Principal actuarial assumptions:

	<b>2016</b>	2015
Discount rate for scheme liabilities	<b>2.00 %</b>	3.70 %
Rate of increase in salaries	<b>2.10 %</b>	4.50 %
Rate of increase for pensions in payment / inflation	<b>2.10 %</b>	2.60 %

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

	<b>2016</b>	2015
Retiring today		
Males	<b>22.2</b>	22.2
Females	<b>24.3</b>	24.3
Retiring in 20 years		
Males	<b>24.2</b>	24.2
Females	<b>26.6</b>	26.6

Sensitivity analysis:

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are set out below:

Change in assumptions at 31 August 2016	<b>Approximate % increase to Employer Liability</b>	Approximate monetary amount (£000)
0.5% decrease in Real Discount Rate	<b>13%</b>	489
1 year increase in member life expectancy	<b>3%</b>	113
0.5% increase in the Salary Increase Rate	<b>5%</b>	171
0.5% increase in the Pension Increase Rate	<b>8%</b>	302

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

	<b>Fair value at 31 August 2016 £000</b>	Fair value at 31 August 2015 £000
Equities	<b>1,277</b>	820
Debt instruments	<b>319</b>	261
Property	<b>160</b>	137
Cash	<b>17</b>	25
Total market value of assets	<b>1,773</b>	1,243

The actual return on scheme assets was £291,000 (2015 - £44,000).

The expected rates of return are set equal to the discount rate.

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

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

	<b>2016</b>	2015
	<b>£000</b>	£000
Current service cost (net of employee contributions)	<b>(266)</b>	(223)
Net interest cost	<b>(54)</b>	(49)
Total	<b>(320)</b>	(272)
Actual return on scheme assets	<b>291</b>	44

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

	<b>2016</b>	2015
	<b>£000</b>	£000
Opening defined benefit obligation	<b>2,673</b>	2,330
Current service cost	<b>266</b>	223
Interest cost	<b>104</b>	90
Contributions by employees	<b>63</b>	52
Actuarial losses	<b>710</b>	24
Benefits paid	<b>(38)</b>	(46)
Closing defined benefit obligation	<b>3,778</b>	2,673

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

	<b>2016</b>	2015
	<b>£000</b>	£000
Opening fair value of scheme assets	<b>1,243</b>	1,018
Return on plan assets (excluding net interest on the net defined pension liability)	<b>50</b>	41
Actuarial gains	<b>241</b>	3
Contributions by employer	<b>214</b>	175
Contributions by employees	<b>63</b>	52
Assets acquired in a business combination	<b>(38)</b>	(46)
Closing fair value of scheme assets	<b>1,773</b>	1,243

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

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**23. OPERATING LEASE COMMITMENTS**

At 31 August 2016 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	<b>2016</b>	2015
	<b>£000</b>	£000
<b>Amounts payable:</b>		
Within 1 year	<b>164</b>	6
Between 1 and 5 years	<b>167</b>	14
Total	<b>331</b>	20

**24. RELATED PARTY TRANSACTIONS**

No related party transactions took place during the year of account.

**25. CONTROLLING PARTY**

The Academy is ultimately controlled by the Governing Body, which includes the Principal and Vice Principal.

**26. COMPANY LIMITED BY GUARANTEE**

The Academy Trust is a company limited by guarantee and does not have share capital.

**27. 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.

**NOTES TO THE FINANCIAL STATEMENTS**  
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**28. FIRST TIME ADOPTION OF FRS 102**

It is the first year that the Academy Trust has presented its financial statements under SORP 2015 and FRS 102. The following disclosures are required in the year of transition. The last financial statements prepared under previous UK GAAP were for the year ended 31 August 2015 and the date of transition to FRS 102 and SORP 2015 was therefore 1 September 2014. As a consequence of adopting FRS 102 and SORP 2015, a number of accounting policies have changed to comply with those standards.

Comparative figures have been restated to reflect the adjustments made, except to the extent that the Trustees have taken advantage of exemptions to retrospective application of FRS 102 permitted by FRS 102 Chapter 35 'Transition to this FRS'.

Reconciliations and descriptions of the effect of the transition to FRS 102 and SORP 2015 on total funds and net income/(expenditure) for the comparative period reported under previous UK GAAP and SORP 2005 are given below.

<b>RECONCILIATION OF TOTAL FUNDS</b>	1 September 2014	31 August 2015
	£000	£000
Total funds under previous UK GAAP	17,550	16,976
Total funds reported under FRS 102	<u>17,550</u>	<u>16,976</u>

<b>Reconciliation of net income before other gains and losses</b>	<b>Note</b>	31 August 2015
		£000
Net income previously reported under UK GAAP		533
Defined benefit pension scheme finance cost	A	20
Net income reported under FRS 102		<u>553</u>

Explanation of changes to previously reported funds and net income/expenditure:

A - Change in recognition of LGPS interest cost	<p>Under previous UK GAAP the Academy Trust accounted for an expected return on plan assets. FRS102 requires the expected return on scheme assets to be analysed between two components; interest income on plan assets and other actuarial gains on plan assets.</p> <p>Under FRS102 the latter component of the expected return on scheme assets, other actuarial gains, is reported within actuarial gains and losses in the Statement of Financial Activities rather than being accounted for in arriving at net income or expenditure for the year, as it was under previous UK GAAP.</p>
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The effect of the change has been to reduce reported net income for the year. Actuarial losses for the year have decreased correspondingly. Net movement in funds reported in the year is unchanged.