

**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
(A company limited by guarantee)

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2015**

**LANDAU BAKER LIMITED**  
Chartered Accountants & Statutory Auditors  
Mountcliff House  
154 Brent Street  
London  
NW4 2DR

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

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<b>Trustees</b>	Steve Lancashire <sup>1</sup> Cathie Paine <sup>1</sup> Philip Gray, Vice Chair (appointed 10 December 2014) <sup>1</sup> Gill Ellyard, Executive Principal <sup>1</sup> Nigel More, Chair (appointed 10 December 2014) <sup>1</sup> Mark Rowe (appointed 10 December 2014) <sup>1</sup> Simon Blackford (appointed 10 December 2014) <sup>1</sup> Dean Ashton (resigned 17 December 2014) <sup>1</sup> Lorna Alcock (resigned 10 December 2014) <sup>1</sup> Linda Meredith (resigned 10 December 2014) <sup>1</sup>
<b>Members</b>	Reach2 Ltd (represented by Steve Lancashire) Rev Anne Dollery Dr Rebecca McKenzie Young Roger Pryce

<sup>1</sup> Director of the charitable company

<b>Company registered number</b>	08180192
<b>Principal and registered office</b>	REACH2 Office Scientia Academy Mona Road Burton-on-Trent DE13 0UF
<b>Company secretary</b>	Veale Wasbrough Vizards LLP
<b>Chief executive officer</b>	Steve Lancashire
<b>Independent auditors</b>	Landau Baker Limited Chartered Accountants Statutory Auditors Mountcliff House 154 Brent Street London NW4 2DR
<b>Solicitors</b>	Veale Wasbrough Vizards LLP Narrow Quay House Narrow Quay Bristol BS1 4QA

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2015**

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

The trust operates 2 primary academies in Hertfordshire. Its academies have a combined pupil capacity of 570 and had a roll of 505 in the school census on 31st October 2014.

**Structure, governance and management**

**a. CONSTITUTION**

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association (dated 15 August 2012) are the primary governing documents of the academy trust. The trustees of REAch2Hertfordshire Academy Trust are also the directors of the charitable company for the purpose of company law. The charitable company is known as REAch2Hertfordshire Academy Trust.

The ultimate parent undertaking and controlling party is REAch2 Limited.

Details of the trustees who served during the year are included in the reference and administrative details on page 1.

The principal activity of the academy is to advance, for the public benefit, education in Hertfordshire by maintaining and operating REAch2Hertfordshire Academy Trust.

**b. 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 amounts as may be required, not exceeding £10 for the debts and liabilities contracted before they ceased to be a member.

**c. TRUSTEES' INDEMNITIES**

Subject to the provisions of the Companies Act, every governor or other officer of the academy shall be indemnified out of the assets of the academy against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which they are acquitted or in connection with any application in which relief is granted to them by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the academy.

**d. METHOD OF RECRUITMENT AND APPOINTMENT OR ELECTION OF TRUSTEES**

The management of the academy is the responsibility of the trustees who are elected and co-opted under the terms of the articles of association and funding agreement as follows:

- REAch2 Limited
- REAch2 Appointed Directors as REAch2 sees fit.
- The Executive Principal (referred to as the Executive Director in the articles) if appointed by REAch2 for as long as they remain in office.
- One Academy Director, will be the chair of a Local Governing Body of an academy within the Trust. Where there is more than one candidate the Chairs will elect the Academy Director for a period of one year.

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

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- One Principal Director, which will be a Principal of an Academy within the Trust. Where there is more than one candidate the Principals will elect the Principal Director for a period of one year.
- Directors co-opted by the Board.
- A minimum of two parent trustees unless the Local Governing Bodies each have at least two Parent Trustees.
- The Directors may also, with the consent of REAch2, appoint staff directors providing that the total number of staff directors including the Executive Principal, Principal, Co-opted and appointed staff directors does not exceed one third of the total number of Directors.

The term of office for any trustee is four years. The Headteachers' terms of office run parallel with their terms of appointment. Subject to remaining eligible to be a particular type of trustee, any trustee may be reappointed or re-elected.

**e. POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES**

During the period under review, the trustees held three full governing body meetings. The training and induction provided for new trustees will depend on their experience. Where necessary an induction will provide training on charity and educational, legal and financial matters. All new trustees are given a tour of the academy and a chance to meet with staff and students. All trustees are provided with copies of policies, procedures, minutes, budgets, plans and other documents that they will need to understand their role as trustees and directors of the academy.

**f. ORGANISATIONAL STRUCTURE**

The academy has established a management structure to enable its efficient running. The structure consists of two levels: the trustees and the executives and who are the senior leadership team.

The governing body has considered its role thoughtfully and decided that the role of the trustees is to approve the strategic direction and objectives of the academy and monitor its progress towards these objectives.

The governing body has approved a scheme of delegation, which sets out a statement on the system of internal control, responsibilities, standing orders, a scheme of delegation and terms of reference.

The headteacher is directly responsible for the day to day running of the academy and is assisted by the senior leadership team. Trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring the academy by use of budgets and making major decisions about the direction of the academy, including capital expenditure and senior staff appointments.

The Executive Principal assumes the role of the accounting officer.

**g. CONNECTED ORGANISATIONS, INCLUDING RELATED PARTY RELATIONSHIPS**

REAch2Hertfordshire Academy Trust has a strong working relationship with REAch2 Ltd. This relationship is defined through the Memorandum of Understanding that the Trust and REAch2 Ltd have agreed. REAch2 Ltd is a charity with the purpose:

- REAch2 (Raising Educational Achievement for Children) is an Academy Trust developed by Hillyfield Primary Academy. Its core mission is to create a family of primary academies that have strong reputations for delivering outstanding education for all pupils. In addition to this, the trust also provides a procurement framework that enables its member academies to access commercial services that ensure value for money and consistent quality. For these commercial services REAch2 Hertfordshire Academy Trust has entered into agreements with commercial providers of back office services including: legal, payroll,

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

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insurance, financial systems and accountancy services

- The mission and vision of REAch2 is set out in its mission and vision statement. In fulfilling this mission, REAch2 has established a network of academies who share a common vision and purpose. This Memorandum acknowledges the shared vision and the commitments that REAch2 and all the REAch2 Academy Trusts and their respective REAch2 Academies (the "Trust"), by signing this Memorandum, make to each other. The relationship between REAch2 and the Trust is intended to be mutually beneficial and reflects their wish to work together and to collaborate. Whilst there is no intention to create legally binding obligations in this Memorandum, it reflects the expectations that the parties have of each other.
- The strength of the partnership between REAch2 and the Trust and the REAch2 academies and more widely the REAch2 network of schools lies in the fact that all look outwards as well as inwards and the interaction with others provides challenge and opportunity as well as promotes best practice. Whilst it may be clear that the primary objective of this Memorandum is to provide mutual support, nothing in this Memorandum will prohibit either REAch2 or the Trust collaborating with other local and national networks.

On February 2014, a trading company was established, REAch2 Inspiration Ltd. REAch2 Inspiration Ltd is wholly and equally owned by the eleven charities that make up the REAch2 group, the 10 multi-academy trusts (MATs) and REAch2 Ltd. Because REAch2 Inspiration Ltd is wholly owned by the 11 charities it will fully comply with the provision of services "at cost" principle, as any surpluses generated by the company would belong to the multi academy trusts. The purpose for establishing REAch2 Inspiration Ltd is to allow a supply of the highest quality 'in house' services, at a low cost to our MATs and their academies, ensuring budgets are optimized to benefit the education of children within REAch2 academies and hence providing best value.

## **Objectives and Activities**

### **a. OBJECTS AND AIMS**

The principal object and activity of the academy is the operation of academies to provide a broad and balanced education for pupils of all abilities in the Hertfordshire area.

The trustees have referred to the guidance issued by the Charity Commission in respect of public benefit when reviewing the aims and objectives of the academy.

In accordance with the articles of association the academy has adopted a "Scheme of Government" approved by the Secretary of State for Education. The Scheme of Government is part of the wider 'Master Funding Agreement' between the company and the Secretary of State and 'Supplemental Funding Agreements' for each Academy. The scheme of government specifies, amongst other things, that the academies will be at the heart of their communities promoting community cohesion and sharing facilities; the basis for admitting students to the Academies, that the curriculum should be broad and balanced; there will be an emphasis on the needs of the individual pupils including pupils with SEN; the basis for charging pupils.

### **b. OBJECTIVES, STRATEGIES AND ACTIVITIES**

The academy has undertaken self-evaluation activities to correctly identify objectives for the next year. These objectives are:

- To develop more effective relationships between all stakeholders to positively impact on the ethos of the academy and behaviour of pupils within the academy.
- The academy seeks to develop its approach to creativity and engagement so that this positively impact on the quality of teaching and learning in the school.
- The academy will strengthen its accountability structure through a review of effectiveness of leadership

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**TRUSTEES' REPORT (continued)**  
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- and management. It will achieve this through developing a more effective appraisal framework.
- achieve consistently high standards of teaching and learning
- provide local leadership capacity and support
- develop cost effective curriculum design and collaboration which optimises opportunities for pupils and students and provides added value progress for them
- provide support building upon individual learning and areas of strength between schools to improve key aspects of performance
- achieve best value in service delivery especially where partnership working can add value.

The academy's vision is to build an ethos of:

- Every child is capable of extraordinary achievement.
- For any child to realise their inner potential they need an environment and adult role models that support their love and enjoyment of learning.
- Every child has an absolute right to an equal opportunity to flourish in a REAch2 academy.
- Our pupils will develop the skills, knowledge and attitude to realise their own dreams through a positive contribution to their community and wider society.
- Self-realisation and positive contribution stem from a confidence and strength in one's own identity that allows us to embrace and respect the identity of other individuals and groups in our community and wider society.
- The long-term well-being of our pupils is dependent on a sustainable economy, society and environment. We need to teach our children to be able to contribute to achieving that sustainability as adults.
- It is the responsibility of all of the adult staff in REAch2 Academy to remove the barriers to each individual child's development and create the conditions in which they are able to love and enjoy learning.
- It is the responsibility of each REAch2 academy to reach out and raise and support the aspiration of their community to believe in their children's potential.
- The Academy Trust will build its capacity through a target to operate six academies, recruited from a mix of sponsorships, new provision and conversions.

The main activities for achieving objectives the academy will undertake will be:

- Developing a new teaching and learning policy and implementing this effectively
- The academy will review and develop its curriculum provision to enhance creativity and engagement
- The accountability of the academy will be strengthened by the development of new policies and procedures and implementation of a new self-evaluation framework
- The academy trust secures value for money and consistent quality of support services through a combination of centrally procured and provided services. Services that are centrally procured by the academy trust, but paid for directly by the academies are legal services, audit services and responsible officer services. Services that are directly provided or procured by the academy trust and paid for by the Trust, on behalf of its academies include: group leadership, business and administration. The academy trust retain a percentage of each academy's monthly EFA income in order to provide these services. The percentage retention for the period to 31st August 2015 was 5.5%.
- Where greater benefit can be achieved for the academy trust, by the provision of services across the wider REAch2 Group, then the academy trust purchases those services through a set contribution to the charity, REAch2 Ltd, on a not-for-profit basis.
- The academy's aims are being reviewed and edited in the Spring Term of 2016

#### **c. PUBLIC BENEFIT**

In setting the objectives, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education. As an academy we make the best use of our skills, expertise and experience with regards to the local community. Some examples of this are

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- Raising money for local, national and international charities

The academy trust have complied with their duty to have due regard to the guidance on public benefit published by the charities commission.

**Strategic report**

**a. ACHIEVEMENTS AND PERFORMANCE**

			Level 4+				Level 5+				2014 Comparison		Above Floor
	Date		Reading	Writing	Maths	Reading, Writing & Maths (Combined)	Reading	Writing	Maths	Reading, Writing & Maths (Combined)	2014 Combined Level 4+	+/- 2014	
	Date Joined REAch2 Hertfordshire		%	%	%		%	%	%				Y/N
Academy													
Garden City	01/09/2012	Sponsored	69	63	49	40	14	6	6	6	50	-10	No
Wildhere-Dacre	01/03/2014	Sponsored	82	90	84	73	42	49	39	26	62	11	Yes

**b. KEY PERFORMANCE INDICATORS**

Garden City Academy opened as a sponsored academy in September 2012. Its last inspection was in July 2014 where it was judged by Ofsted overall as Requiring Improvement. Outcomes in July 2015 showed EYFS pupils to be attaining broadly in line with national data, reflecting an upward trend over the past three years. However, attainment in KS1 and KS2 was significantly below national expectations, showing a downward trend over the past three years with KS2 results being below floor targets. The school has been through turbulent times, losing the Headteacher in 2014, the Interim Head of School in February 2015 and the Executive Headteacher in October 2015. There is now a new Headteacher in place who is making rapid improvements as recognised in the recent DfE visit.

Wilshire Dacre Junior Academy opened as a sponsored academy in March 2014. In January 2014 the school was judged by Ofsted overall as Special Measures. Outcomes in July 2015 show pupils to be attaining just below national expectations in reading and maths, and just above in writing at L4+. Attainment shows a marked improvement on previous years with an increase at L4B+ in Maths of 16% and an improvement in EGPS of 2% and writing 1%. Higher attaining pupils are now attaining in line with national averages showing a 17% improvement at L5 in maths, 8% improvement in writing and 11% in reading. Y6 also saw strong improvements in the proportion of pupils making two levels progress in Maths, rising from 51% in 2014 to 83% in 2015. The Executive Headteacher left in October and the Head of School has since been appointed as Headteacher. The percentage of good and outstanding teaching has improved and attendance is above national averages.

**a. FINANCIAL REVIEW**

During the period, EFA/LA grants totalled to £2,399,259 (2014: £1,740,900). Other income included within the restricted funds totalled to £225,544 (2014: £102,576). Restricted fund expenditure totalled to £2,625,568 (2014: £1,858,507).



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

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The main source of unrestricted income is donations totalling £21,982 (2014: £8,260). Fund raising activities during the period included £6,263 for school activities.

Most of the academy's income is obtained from the Education Funding Agency (EFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the EFA during the 12 month period ended 31 August 2015 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The academy also received grants for fixed assets from the EFA. In accordance with the Charities Statement of Recommended Practice, "Accounting for Reporting by Charities" (SORP 2005), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

Under the Charities SORP, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided to support staff, to a restricted fund. This results in reducing reserves shown in the total funds of the academy. It should be noted that this does not present the Academy with any current liquidity problem. The employer contributions are currently being assessed and it is expected that they will increase to bring a further reduction in this pension deficit in future, although this may not be achieved until stock market investment values start to recover. Overall the academy has a healthy balance sheet and cashflow and will be using their reserves to maintain the current assets and also to invest back into the school in the form of additional resources and facilities both in the long term and the short term in conjunction with the school development plan and school aims.

Following conversion to academy status the academy appointed a finance director. The finance director has subsequently been reviewing the financial processes and controls and one of the changes made is to the accounting package used to improve reporting. The governors through the finance committee and headteacher receive financial progress reports throughout the year and compare against budgets submitted to the Education Funding Agency. The finance committee also review longer term financial models (up to 5 years) to plan and organise resources most effectively to fulfil the aims of the academy.

#### **b. RESERVES POLICY**

The definition of reserves in the SORP is, 'that part of the charity's income funds that is freely available for its general purposes'. This definition of reserves therefore normally excludes:

- Permanent endowment funds
- Expendable endowment funds
- Restricted income funds
- Any part of unrestricted funds not readily available for spending specifically income funds which could only be realised by disposing of fixed assets held for charitable use.

Reserves are therefore resources the academy has or can make available to spend for any or all of the Academy's purpose one it has met its commitments and covered its other planned expenditure. More specifically reserves are income which becomes available to the academy and is to be spent at the trustees' discretion in furtherance of any of the academy's objects (sometimes referred to as 'general purpose' income) but which is not yet spent, committed or designated (ie is free).

The level of reserves held takes into account the nature of income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves. The governors will keep this level of reserves under review and aim to build and maintain the reserves level whilst in keeping with the principle object of the academy.

Total reserves at the end of the period amounted to £8,133,452 (2014: £8,105,231) This balance includes

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**TRUSTEES' REPORT (continued)**  
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unrestricted funds (free reserves) of £29,433 (2014: £447) which is considered appropriate for the academy trust, and restricted funds of £8,104,019 (2014: £8,104,784).

Within the reserves policy users should note that, because of accounting for Local Government Pension Scheme (LGPS), the academy recognises a significant pension fund deficit totalling to £411,000 (2014: £396,000). This deficit is included in restricted funds. This does not lead to an immediate liability for this amount. Similarly, if there was a pension surplus included in the restricted funds this would not create an immediately realisable asset that can be released straight away and expended for the specific purpose of that fund.

Users should note that a surplus or deficit position of the pension scheme would generally result in a cashflow effect of the academy trust in the form of an increase or decrease in employers' pension contributions over a period of years. The academy trust thus takes this fact into account when reviewing current business plans and budgets, and ascertaining how the pension costs might affect budgets in the future. On the basis that increased pension contributions should generally be met from the academy trusts budgeted annual income, whilst the deficit may not be eliminated there should be no actual cashflow deficit on the fund.

**c. INVESTMENT POLICY**

It should be noted that the academy trust has substantial powers with regards to investment due to cash balances held. Investment policies are determined at academy level, which is agreed by the local Governing Body. This ensures the level of funds the academy holds can cover any immediate expenditure, without exposing the academies to additional risk. Should any potential investment opportunity arise this would be escalated to the board for consideration. The most typical investments that are held by academies, are the Special Interest Deposit accounts which are immediately available to draw against as of 31st August 2015 no investment were held.

**d. PRINCIPAL RISKS AND UNCERTAINTIES**

The Companies Act 2006 s417(3b) requires disclosure of the principle risks and uncertainties facing a company. The academy is exposed to a number of financial risks including credit, cashflow and liquidity risks. Given the academy's exposure to financial instruments being limited, the exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. The academy's system of internal controls ensures risk is minimal in these areas.

A risk register has been established and is updated regularly. Where appropriate, systems or procedures have been established to mitigate the risks the academy faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. The trustees have assessed the major risks to which the academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the academy, and its finances. The trustees have implemented a number of systems to assess risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finances. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains they have ensured they have adequate insurance cover.

The academy has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

It should also be noted that procedure are in place to ensure compliance with health and safety of staff and pupils.

Please refer to the reserves policy above for the description of the defined benefit of the pension scheme which there was a deficit of £411,000 at 31st August 2015.

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**TRUSTEES' REPORT (continued)**  
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**PLANS FOR FUTURE PERIODS**

**a. FUTURE DEVELOPMENTS**

The multi academy trust transferred its trade, assets and liabilities to a fellow subsidiary multi academy trust on 1 September 2015 and ceased trading on this date. All assets and liabilities were transferred to the fellow subsidiary at their carrying amounts. The funding agreement between transferee multi academy trust and the ultimate controlling party, REAch2 Limited, remains unchanged at 1 September 2015, albeit under a different group structure.

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

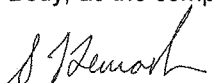
The Academy Trust and its Trustees did not act as a custodian trustee during the current or previous period.

**DISCLOSURE OF INFORMATION TO AUDITORS**

In so far as the directors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the directors 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 the Strategic report, was approved by order of the members of the Governing Body, as the company directors, on 22 December 2015 and signed on the board's behalf by:

  
**Steve Lancashire**  
Chair of Trustees

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**GOVERNANCE STATEMENT**

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**SCOPE OF RESPONSIBILITY**

As trustees we acknowledge we have overall responsibility for ensuring that REAch2Hertfordshire Academy Trust has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against misstatement or loss.

The board of trustees has delegated the day-to-day responsibility to the Executive Principal, as accounting officer, (referred to in the Articles as the Executive Director) 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 Master Funding Agreement and Supplementary Funding Agreements between REAch2Hertfordshire Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of directors any material weakness 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 Directors has formally met three times during the year. Attendance during the year at meetings of the Board of Directors was as follows:

Director	Meetings attended	Out of a possible
Steve Lancashire	1	3
Cathie Paine	2	3
Philip Gray, Vice Chair	3	3
Gill Ellyard, Executive Principal	3	3
Nigel More, Chair	2	2
Mark Rowe	1	2
Simon Blackford	1	2
Dean Ashton	1	1

Trustees typically also serve on a number of other sub committees, as set out on the school website.

The impact of each Governing Body Committee is reviewed and monitored through the headline document that each committee reviews and produces on a termly basis. The Trustees also intend to perform a self-evaluation review of governance in the coming year.

Key findings, actions taken and their impact are addressed and resolved by the academy.

The finance and general purposes committee is a sub-committee of the main board of trustees. Its purpose is to receive financial monitoring reports from individual academies and consider individual academy budget proposals for authorisation. The committee was established in July 2013.

No significant issues to note were dealt with during the year.

Attendance at meetings in the year was as follows:

Director	Meetings attended	Out of a possible
Mark Rowe	0	1
Nigel Moore	1	1
Simon Blackford	1	1

The audit committee, is also a subcommittee of the main board of trustees. Its purpose is to:

- Monitor the integrity of the financial statements

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**GOVERNANCE STATEMENT (continued)**

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- Review internal financial controls and reviewing the academy's internal control and risk management systems
- Making recommendations to the governing body in relation to the appointment, re-appointment and removal of the external auditor and approve the remuneration and terms of engagement of the auditor
- Reviewing the auditor's independence and objectivity

No significant issues to note were dealt with during the year.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mark Rowe	0	1
Nigel Moore	1	1
Simon Blackford	1	1

**REVIEW OF VALUE FOR MONEY**

As accounting officer the executive principal has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that the value for money refers to the educational and wider societal outcomes achieved in return for the taxpayers resources received.

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

- Moving away from centralised functions being outsourced to having a dedicated team who are centrally employed. This will enable more focus on our academies and a more proactive approach being taken.
- Focus for the next year will be around procurement of serviced that will benefit our academies by achieving better quality, delivering economies of scale and consistent outcomes across our academies.
- Educational outcomes have improved by having a bespoke MIS system, which is monitored and reviewed regularly when looking at outcomes for children and the targeted focused need to ensure that children are realising their potential.

**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 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 REAch2Hertfordshire Academy Trust for the period 1 September 2014 to 31 August 2015 and up to the date of approval of the annual report and financial statements

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**GOVERNANCE STATEMENT (continued)**

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**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 have been in place for the period 1 September 2014 to 31 August 2015 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

**THE RISK AND CONTROL FRAMEWORK**

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- Regular reviews by the finance and general purpose committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- Setting targets to measure financial and other performance;
- Clearly defined purchasing (asset purchase or capital investment) guidelines.
- Delegation of authority and segregation of duties;
- Identification and management of risks.

The board of trustees has considered the need for a specific internal audit function and has decided to appoint Dean Ashton as internal auditor, who in turn has delegated the testing to an internal provider, Strictly Education to perform the role of responsible officer (RO). Formal reports are issued to the internal auditor for review and consideration.

The RO's role included giving advice on financial matters and performing a range of checks on the academy's financial systems. On a quarterly basis, the RO reports to the governing body on the operation of the system of control and on the discharge of the governing body's financial responsibilities.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. In particular the checks carried out in the current period included:

- testing of payroll systems
- testing of purchase systems
- testing of control accounts / bank accounts
- testing of compliance with the scheme of delegation and internal controls

On a quarterly basis, Dean Ashton the internal auditor reports to the board of trustees, through the risk and audit committee on the operations of the system of control and on the discharge of the board of trustees' financial responsibilities.

The board can confirm that the internal auditor has delivered their schedule of work as planned, provided details of any material control issues arising as a result of their work. During the current and previous period, there were no material control issues and thus no remedial action was required to be taken.

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**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
(A company limited by guarantee)

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**GOVERNANCE STATEMENT (continued)**

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**REVIEW OF EFFECTIVENESS**

As Accounting Officer, the Executive 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 work of the internal auditor;
- The work of the external auditors and internal auditor
- The work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by the member of board of trustees on 22 December 2015 and signed on its behalf, by:



**Steve Lancashire**  
Chair of Trustees



**Gill Ellyard**  
Accounting Officer

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**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
(A company limited by guarantee)

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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of REAch2 Hertfordshire Academy Trust I have considered my responsibility to notify the academy trust board of trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance of 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 no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date. If any instances are identified after date of this statement, these will be notified to the board of trustees and EFA.



**Gill Ellyard**  
**Accounting Officer**

Date: 22 December 2015



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**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' RESPONSIBILITIES STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2015**

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The trustees (who act as governors of REAch2 Hertfordshire Academy Trust and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Annual Accounts Direction published by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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


- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles of the Charities SORP 2005;
- Make judgments and accounting estimates that are reasonable and prudent;
- 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 good financial management. They are also responsible for ensuring grants received from the EFA/DfE have been applied for the purposes intended.

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

Approved by order of the members of the board of trustees on 22 December 2015 and signed on its behalf by:



**Steve Lancashire**  
**Chair of Trustees**

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**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
(A company limited by guarantee)

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF REACH2 HERTFORDSHIRE ACADEMY TRUST**

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We have audited the financial statements of Reach2 Hertfordshire Academy Trust for the year ended 31 August 2015 which comprise the Statement of financial activities, the Balance sheet, the Cash flow statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Academies Accounts Direction 2014 to 2015 issued by the Education Funding Agency.

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

**RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS**

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the Academy Trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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

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

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

**OPINION ON FINANCIAL STATEMENTS**

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Trust's affairs as at 31 August 2015 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Academies Accounts Direction 2014 to 2015 issued by the Education Funding Agency.

**EMPHASIS OF MATTER - GOING CONCERN**

In forming our opinion on the financial statements, which is not modified, we have considered the adequacy of the disclosure made in note 31 to the financial statements concerning the company's ability to continue as a

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**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
(A company limited by guarantee)

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF REACH2 HERTFORDSHIRE ACADEMY TRUST**

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going concern. The company ceased trading on 1 September 2015 and transferred its trade, assets and liabilities to a fellow subsidiary on this date. The financial statements do not include the adjustments that would result if the company was unable to continue as a going concern. All assets and liabilities were transferred to the fellow subsidiary at their carrying amounts.

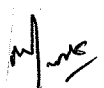
**OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006**

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.

 for Landau Baker Limited

Michael Durst (Senior statutory auditor)

for and on behalf of

**Landau Baker Limited**

Chartered Accountants  
Statutory Auditors

Mountcliff House  
154 Brent Street  
London  
NW4 2DR  
22 December 2015

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**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
(A company limited by guarantee)

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**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO REACH2  
HERTFORDSHIRE ACADEMY TRUST AND THE EDUCATION FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 14 November 2012 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2014 to 2015, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Reach2 Hertfordshire Academy Trust during the year 1 September 2014 to 31 August 2015 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Reach2 Hertfordshire Academy Trust and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Reach2 Hertfordshire Academy Trust and EFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Reach2 Hertfordshire Academy Trust and EFA, for our work, for this report, or for the conclusion we have formed.

**RESPECTIVE RESPONSIBILITIES OF REACH2 HERTFORDSHIRE ACADEMY TRUST'S AND THE  
REPORTING ACCOUNTANT**

The is responsible, under the requirements of Reach2 Hertfordshire Academy Trust's funding agreement with the Secretary of State for Education dated 1 September 2012, and the Academies Financial Handbook extant from 1 September 2014, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**APPROACH**

We conducted our engagement in accordance with the Academies Accounts Direction 2014 to 2015 issued by EFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- review of management reporting documents.
- review of Trustees/Governors meeting minutes.
- confirming compliance with the Academy Trust's Scheme of Delegation.
- compliance with delegated authorities.
- consideration of whether any personal benefit has been derived from the Academy Trust's transactions by staff or related parties.
- adherence to tendering policies.

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REACH2 HERTFORDSHIRE ACADEMY TRUST  
(A company limited by guarantee)

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INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO REACH2  
HERTFORDSHIRE ACADEMY TRUST AND THE EDUCATION FUNDING AGENCY (continued)

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**CONCLUSION**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2014 to 31 August 2015 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Landau Baker Limited*

Reporting Accountant

**Landau Baker Limited**

Chartered Accountants  
Statutory Auditors

Mountcliff House  
154 Brent Street  
London  
NW4 2DR

22 December 2015

**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES**  
(incorporating income and expenditure account and statement of total recognised gains and losses)  
FOR THE YEAR ENDED 31 AUGUST 2015

		Unrestricted funds 2015 £	Restricted funds 2015 £	Restricted fixed asset funds 2015 £	Total funds 2015 £	Total funds 2014 £
	Note					
<b>INCOMING RESOURCES</b>						
Incoming resources from generated funds:						
Voluntary income	2	21,982	-	-	21,982	3,417,872
Activities for generating funds	3	6,263	225,544	-	231,807	102,576
Investment income	4	741	-	-	741	447
Incoming resources from charitable activities	5	-	2,371,543	27,716	2,399,259	1,740,900
<b>TOTAL INCOMING RESOURCES</b>		<b>28,986</b>	<b>2,597,087</b>	<b>27,716</b>	<b>2,653,789</b>	<b>5,261,795</b>
<b>RESOURCES EXPENDED</b>						
Costs of generating funds:						
Costs of generating voluntary income	6	-	50,046	-	50,046	-
Charitable activities		-	2,434,317	46,451	2,480,768	1,779,099
Governance costs	7	-	94,754	-	94,754	79,408
<b>TOTAL RESOURCES EXPENDED</b>	10	<b>-</b>	<b>2,579,117</b>	<b>46,451</b>	<b>2,625,568</b>	<b>1,858,507</b>
<b>NET INCOMING RESOURCES BEFORE REVALUATIONS</b>		<b>28,986</b>	<b>17,970</b>	<b>(18,735)</b>	<b>28,221</b>	<b>3,403,288</b>

**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2015**

	Unrestricted funds 2015 £	Restricted funds 2015 £	Restricted fixed asset funds 2015 £	Total funds 2015 £	Total funds 2014 £
Note					
Actuarial gains and losses on defined benefit pension schemes	-	-	-	-	(68,000)
<b>NET MOVEMENT IN FUNDS FOR THE YEAR</b>	<b>28,986</b>	<b>17,970</b>	<b>(18,735)</b>	<b>28,221</b>	<b>3,335,288</b>
<i>Total funds at 1 September 2014</i>	<i>447</i>	<i>(274,452)</i>	<i>8,379,236</i>	<i>8,105,231</i>	<i>4,769,943</i>
<b>TOTAL FUNDS AT 31 AUGUST 2015</b>	<b>29,433</b>	<b>(256,482)</b>	<b>8,360,501</b>	<b>8,133,452</b>	<b>8,105,231</b>

All activities relate to discontinued operations.

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

The notes on pages 25 to 45 form part of these financial statements.

**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 08180192**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2015**

	Note	£	2015 £	£	2014 £
<b>FIXED ASSETS</b>					
Tangible assets	18		8,360,333		8,379,236
Investments	19		1		-
			<u>8,360,334</u>		<u>8,379,236</u>
<b>CURRENT ASSETS</b>					
Stocks	20	2,040		2,040	
Debtors	21	127,991		178,523	
Cash at bank		272,507		84,960	
		<u>402,538</u>		<u>265,523</u>	
<b>CREDITORS:</b> amounts falling due within one year	22	(218,420)		(143,528)	
<b>NET CURRENT ASSETS</b>			<u>184,118</u>		<u>121,995</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>8,544,452</u>		<u>8,501,231</u>
Defined benefit pension scheme liability	28		(411,000)		(396,000)
<b>NET ASSETS INCLUDING PENSION SCHEME LIABILITY</b>			<u><u>8,133,452</u></u>		<u><u>8,105,231</u></u>
<b>FUNDS OF THE ACADEMY</b>					
Restricted funds:					
Restricted funds	23	154,518		121,548	
Restricted fixed asset funds	23	8,360,501		8,379,236	
Restricted funds excluding pension liability		<u>8,515,019</u>		<u>8,500,784</u>	
Pension reserve		(411,000)		(396,000)	
Total restricted funds			<u>8,104,019</u>		<u>8,104,784</u>
Unrestricted funds	23		29,433		447
<b>TOTAL FUNDS</b>			<u><u>8,133,452</u></u>		<u><u>8,105,231</u></u>



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**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
**(A company limited by guarantee)**

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**BALANCE SHEET (continued)**  
**AS AT 31 AUGUST 2015**

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The financial statements were approved by the Trustees, and authorised for issue, on 22 December 2015 and are signed on their behalf, by:



**Steve Lancashire**  
**Chair of Trustees**



**Gill Ellyard**  
**Accounting Officer**

The notes on pages 25 to 45 form part of these financial statements.

**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
(A company limited by guarantee)

**CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2015**

	Note	2015 £	2014 £
Net cash flow from operating activities	25	188,121	(18,613)
Returns on investments and servicing of finance	26	(741)	(447)
Capital expenditure and financial investment	26	168	(8,307)
Acquisitions and disposals	26	(1)	-
Cash transferred on conversion to an academy trust		-	20,086
<b>INCREASE/(DECREASE) IN CASH IN THE YEAR</b>		<b>187,547</b>	<b>(7,281)</b>

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

	2015 £	2014 £
Increase/(Decrease) in cash in the year	187,547	(7,281)
<b>MOVEMENT IN NET FUNDS IN THE YEAR</b>	<b>187,547</b>	<b>(7,281)</b>
Net funds at 1 September 2014	84,960	92,241
<b>NET FUNDS AT 31 AUGUST 2015</b>	<b>272,507</b>	<b>84,960</b>

The notes on pages 25 to 45 form part of these financial statements.

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**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
(A company limited by guarantee)

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

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**1. ACCOUNTING POLICIES**

**1.1 Basis of preparation of financial statements**

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005, the Academies Accounts Direction 2014 to 2015 issued by EFA, applicable accounting standards and the Companies Act 2006.

**1.2 Fund accounting**

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

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

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

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

**1.3 Incoming resources**

All incoming resources are included in the Statement of financial activities when the Academy Trust has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability. For legacies, entitlement is the earlier of the Academy Trust being notified of an impending distribution or the legacy being received.

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

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

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

Sponsorship income provided to the Academy Trust which amounts to a donation is recognised in the Statement of financial activities in the period in which it is receivable, where there is certainty of receipt and it is measurable.

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

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**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
(A company limited by guarantee)

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

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**1. ACCOUNTING POLICIES (continued)**

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

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

**1.4 Resources expended**

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

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

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

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 Going concern**

As explained in note 31, the multi academy trust transferred its trade, assets and liabilities to a fellow subsidiary multi academy trust on 1 September 2015 and has ceased trading. As required by FRS 18 Accounting Policies, the directors have prepared the financial statements on the basis that the multi academy trust is no longer a going concern. No material adjustments arose as a result of ceasing to apply the going concern basis. All assets and liabilities were transferred to the fellow subsidiary at their carrying amounts.

**1.6 Tangible fixed assets and depreciation**

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

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

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

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**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
(A company limited by guarantee)

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

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**1. ACCOUNTING POLICIES (continued)**

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

Long-term leasehold property	-	125 years
Computer equipment	-	3 years

**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. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**1.8 Taxation**

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

**1.9 Pensions**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in note 28, the TPS is a multi-employer scheme and the Academy Trust is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

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

**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
(A company limited by guarantee)

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

**2. VOLUNTARY INCOME**

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Donations	21,982	-	21,982	8,260
Assets gifted by predecessor schools	-	-	-	3,409,612
	<u>21,982</u>	<u>-</u>	<u>21,982</u>	<u>3,417,872</u>

**3. ACTIVITIES FOR GENERATING FUNDS**

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Trips Income	-	45,736	45,736	15,777
Hire of Facilities	-	28,207	28,207	27,755
Other Income	6,263	100,295	106,558	28,793
Catering Income	-	51,306	51,306	30,251
	<u>6,263</u>	<u>225,544</u>	<u>231,807</u>	<u>102,576</u>

**4. INVESTMENT INCOME**

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Investment income	741	-	741	447
	<u>741</u>	<u>-</u>	<u>741</u>	<u>447</u>

**5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES**

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Educational activities	-	2,399,259	2,399,259	1,740,900
	<u>-</u>	<u>2,399,259</u>	<u>2,399,259</u>	<u>1,740,900</u>

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**FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS**

**REACH2Hertfordshire Academy Trust**

	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
<b>DfE/EFA grants</b>			
General Annual Grant	1,806,715	1,806,715	1,266,132
Pupil Premium Grant	245,516	245,516	164,287
Start Up Grant	7,120	7,120	70,000
Other EFA Income	49,719	49,719	49,911
Capital Income	15,448	15,448	5,865
	<u>2,124,518</u>	<u>2,124,518</u>	<u>1,556,195</u>
<b>Other government grants</b>			
Other Government Grants	211,693	211,693	109,941
SEN Funding	14,102	14,102	4,146
Early Years Income	48,946	48,946	70,132
	<u>274,741</u>	<u>274,741</u>	<u>184,219</u>
<b>Other funding</b>			
Other Income	-	-	486
	<u>-</u>	<u>-</u>	<u>486</u>
	<u><u>2,399,259</u></u>	<u><u>2,399,259</u></u>	<u><u>1,740,900</u></u>

**6. COSTS OF GENERATING VOLUNTARY INCOME**

	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Trips Expenditure	46,550	46,550	-
Other Expenditure	3,496	3,496	-
	<u>50,046</u>	<u>50,046</u>	<u>-</u>

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**7. GOVERNANCE COSTS**

	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Auditors' remuneration	8,000	8,000	8,000
Auditors' non audit costs	14,017	14,017	7,500
Other Professional Fees	19,062	19,062	40,995
Intra Group Charges	53,675	53,675	22,913
	<u>94,754</u>	<u>94,754</u>	<u>79,408</u>

**8. DIRECT COSTS**

	Educational activities £	Total 2015 £	Total 2014 £
Educational Supplies & Services	87,689	87,689	115,115
Staff Development	16,776	16,776	10,489
Educational Consultancy	59,454	59,454	24,775
Supply Teaching Costs	189,818	189,818	77,816
Other Direct Costs	11,369	11,369	9,261
Technology Costs	36,202	36,202	16,467
Wages and salaries	1,148,102	1,148,102	645,663
National insurance	61,004	61,004	35,564
Pension cost	169,060	169,060	87,324
	<u>1,779,474</u>	<u>1,779,474</u>	<u>1,022,474</u>



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**NOTES TO THE FINANCIAL STATEMENTS  
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**9. SUPPORT COSTS**

	Educational activities £	Total 2015 £	Total 2014 £
Pension finance costs- LGPS	8,000	8,000	5,000
Repairs & Maintenance	81,919	81,919	24,687
Other Occupancy Costs	10,467	10,467	8,800
Recruitment & Support	1,131	1,131	2,853
Maintenance of Premises	21,876	21,876	8,080
Water & Energy Costs	54,023	54,023	23,345
Insurance	20,477	20,477	49,427
Catering	115,510	115,510	66,689
Other Support Costs	50,120	50,120	60,392
Technology Costs	8,536	8,536	7,709
Cleaning	31,622	31,622	31,708
Security & Transport	663	663	2,326
Wages and salaries	201,483	201,483	345,195
National insurance	7,715	7,715	8,730
Pension cost	41,301	41,301	58,444
Depreciation	46,451	46,451	53,240
	<u>701,294</u>	<u>701,294</u>	<u>756,625</u>

**10. RESOURCES EXPENDED**

	Staff costs 2015 £	Non Pay Depreciation 2015 £	Expenditure Other costs 2015 £	Total 2015 £	Total 2014 £
Costs of generating voluntary income	-	-	50,046	50,046	-
<b>Costs of generating funds</b>	<u>-</u>	<u>-</u>	<u>50,046</u>	<u>50,046</u>	<u>-</u>
Direct costs- Educational activities	1,567,984	-	211,490	1,779,474	1,022,474
Support costs - Educational activities	250,499	46,451	404,344	701,294	751,625
<b>Charitable activities</b>	<u>1,818,483</u>	<u>46,451</u>	<u>615,834</u>	<u>2,480,768</u>	<u>1,774,099</u>
<b>Governance</b>	<u>-</u>	<u>-</u>	<u>94,754</u>	<u>94,754</u>	<u>79,408</u>
	<u>1,818,483</u>	<u>46,451</u>	<u>760,634</u>	<u>2,625,568</u>	<u>1,853,507</u>

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

**11. ANALYSIS OF RESOURCES EXPENDED BY ACTIVITIES**

	Activities undertaken directly 2015 £	Support costs 2015 £	Total 2015 £	Total 2014 £
Educational activities	<u>1,779,474</u>	<u>701,294</u>	<u>2,480,768</u>	<u>1,779,099</u>

**12. NET INCOMING RESOURCES**

This is stated after charging:

	2015 £	2014 £
Depreciation of tangible fixed assets: - owned by the charity	46,451	53,240
Auditors' remuneration	8,000	8,000
Auditors' remuneration - non-audit	<u>14,017</u>	<u>7,500</u>

**13. STAFF**

**a. Staff costs**

Staff costs were as follows:

	2015 £	2014 £
Wages and salaries	1,349,585	990,858
Social security costs	68,719	44,294
Other pension costs (Note 28)	<u>210,361</u>	<u>145,768</u>
	<u>1,628,665</u>	<u>1,180,920</u>
Supply teacher costs	189,818	77,816
	<u>1,818,483</u>	<u>1,258,736</u>

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

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**13. STAFF (continued)**

**b. Staff numbers**

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

	<b>2015</b>	<b>2014</b>
	<b>No.</b>	<b>No.</b>
Teaching staff	<b>26</b>	<b>28</b>
Support staff	<b>46</b>	<b>45</b>
Management	<b>4</b>	<b>4</b>
	<hr/> <b>76</b> <hr/>	<hr/> <b>77</b> <hr/>

**c. Higher paid staff**

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

	<b>2015</b>	<b>2014</b>
	<b>No.</b>	<b>No.</b>
In the band £60,001 - £70,000	<hr/> <b>1</b> <hr/>	<hr/> <b>0</b> <hr/>

The above employee participated in the Teacher's Pension Scheme.

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**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2015**

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**14. CENTRAL SERVICES**

The Academy Trust has provided the following central services to its academies during the year:

- Human Resources (HR) support services
- HR insurance for litigation claims
- Full payroll service
- Financial systems annual licence
- Financial planning system licence
- Financial support
- Insurance procurement

The Academy Trust charges for these services on the following basis:

3% of Budget Share and Education Services Grant (ESG) Income.

The actual amounts charged during the year were as follows:

	<b>2015</b>
	<b>£</b>
Garden City Academy	<b>27,060</b>
Wiltshire-Dacre Primary Academy	<b>26,615</b>
	<hr/>
Total	<b>53,675</b>
	<hr/>

**15. TRUSTEES' REMUNERATION AND EXPENSES**

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

Philip Gray (Executive Principal and Trustee):

Remuneration £60,000 - £65,000 (2014: £nil)

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

During the year, no Trustees received any reimbursement of expenses (2014 - £NIL).

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**16. TRUSTEES' AND OFFICERS' INSURANCE**

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. In the prior year, the insurance provided cover up to £5,000,000 on any one claim and the cost for the period ended 31 August 2014 was £2,054. The academy joined the EFA's Risk Protection Arrangement on 1 September 2014. The cost of this insurance is £25 per pupil, which cannot be divided into cover sections. The cost of this insurance totalled to £5,335 is included in the total insurance cost.

**17. OTHER FINANCE INCOME**

	2015 £	2014 £
Expected return on pension scheme assets	21,000	10,000
Interest on pension scheme liabilities	(29,000)	(15,000)
	<u>(8,000)</u>	<u>(5,000)</u>

**18. TANGIBLE FIXED ASSETS**

	Long-term leasehold property £	Computer equipment £	Total £
<b>Cost</b>			
At 1 September 2014	8,451,381	25,172	8,476,553
Additions	9,400	18,148	27,548
	<u>8,460,781</u>	<u>43,320</u>	<u>8,504,101</u>
<b>Depreciation</b>			
At 1 September 2014	91,656	5,661	97,317
Charge for the year	32,561	13,890	46,451
	<u>124,217</u>	<u>19,551</u>	<u>143,768</u>
<b>Net book value</b>			
At 31 August 2015	<u>8,336,564</u>	<u>23,769</u>	<u>8,360,333</u>
At 31 August 2014	<u>8,359,725</u>	<u>19,511</u>	<u>8,379,236</u>

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

**19. FIXED ASSET INVESTMENTS**

	Trade investments £
<b>Market value</b>	
At 1 September 2014	-
Additions	1
	<u>1</u>
At 31 August 2015	<u>1</u>

**Investments at market value comprise:**

	2015 £
1 share in REAch2 Inspiration Limited	1
	<u>1</u>

All the fixed asset investments are held in the UK

**20. STOCKS**

	2015 £	2014 £
Educational supplies	2,040	2,040
	<u>2,040</u>	<u>2,040</u>

**21. DEBTORS**

	2015 £	2014 £
Trade debtors	392	9,653
Amounts owed by group undertakings	32,650	33,074
Other debtors	27,791	44,148
Prepayments and accrued income	67,158	91,648
	<u>127,991</u>	<u>178,523</u>

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

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

	2015 £	2014 £
Trade creditors	35,274	44,587
Other taxation and social security	19,711	20,201
Other creditors	64,533	11,780
Accruals and deferred income	98,902	66,960
	<u>218,420</u>	<u>143,528</u>

**Deferred income**

Deferred income at 1 September 2014	30,144
Resources deferred during the year	24,726
Amounts released from previous years	(30,144)
	<u>24,726</u>
Deferred income at 31 August 2015	<u>24,726</u>

At the balance sheet date, the academy was holding funds received in advance for EFA Grants.

**23. STATEMENT OF FUNDS**

	Brought Forward £	Incoming resources £	Resources Expended £	Carried Forward £
<b>Unrestricted funds</b>				
General Funds - all funds	447	28,986	-	29,433
<b>Restricted funds</b>				
Restricted Funds - all funds	121,548	2,597,087	(2,564,117)	154,518
Pension reserve	(396,000)	-	(15,000)	(411,000)
	<u>(274,452)</u>	<u>2,597,087</u>	<u>(2,579,117)</u>	<u>(256,482)</u>
<b>Restricted fixed asset funds</b>				
Restricted Fixed Asset Funds - all funds	8,379,236	27,716	(46,451)	8,360,501
Total restricted funds	<u>8,104,784</u>	<u>2,624,803</u>	<u>(2,625,568)</u>	<u>8,104,019</u>
Total of funds	<u>8,105,231</u>	<u>2,653,789</u>	<u>(2,625,568)</u>	<u>8,133,452</u>

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

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

Restricted Fixed Assets funds relate to capital grants provided by the DfE and reduced by depreciation charges.

Restricted General funds have arisen through revenue grants provided by the DfE and reduced by expenditure incurred in the operation of the academy.

The Restricted funds can only be used in the terms of limitations imposed by the Funding Agreement with the DfE and the terms of any specific grant.

Unrestricted funds relates to investment income during the year.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2015.

**Analysis of academies by fund balance**

Fund balances at 31 August 2015 were allocated as follows:

	Total £
Garden City Academy	96,766
Wiltshire-Dacre Junior Academy	61,287
MAT fund balance	25,898
	<hr/>
Total before fixed asset fund and pension reserve	183,951
Restricted fixed asset fund	8,360,501
Pension reserve	(411,000)
	<hr/>
Total	8,133,452
	<hr/>

**Analysis of academies by cost**

Expenditure incurred by each academy during the year was as follows:

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total £
Garden City Academy	839,290	93,859	62,469	335,400	1,331,018
Wiltshire-Dacre Junior Academy	728,694	120,785	83,202	291,968	1,224,649
MAT costs not allocated	-	35,855	(5,367)	(7,038)	23,450
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	1,567,984	250,499	140,304	620,330	2,579,117
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>



**REACH2 HERTFORDSHIRE ACADEMY TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2015**

**SUMMARY OF FUNDS**

	Brought Forward £	Incoming resources £	Resources Expended £	Carried Forward £
General funds	447	28,986	-	29,433
Restricted funds	(274,452)	2,597,087	(2,579,117)	(256,482)
Restricted fixed asset funds	8,379,236	27,716	(46,451)	8,360,501
	<u>8,105,231</u>	<u>2,653,789</u>	<u>(2,625,568)</u>	<u>8,133,452</u>

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

	Unrestricted funds 2015 £	Restricted funds 2015 £	Restricted fixed asset funds 2015 £	Total funds 2015 £	Total funds 2014 £
Tangible fixed assets	-	-	8,360,333	8,360,333	8,379,236
Current assets	29,433	372,938	168	402,539	265,523
Creditors due within one year	-	(218,420)	-	(218,420)	(143,528)
Provisions for liabilities and charges	-	(411,000)	-	(411,000)	(396,000)
	<u>29,433</u>	<u>(256,482)</u>	<u>8,360,501</u>	<u>8,133,452</u>	<u>8,105,231</u>

**25. NET CASH FLOW FROM OPERATING ACTIVITIES**

	2015 £	2014 £
Net incoming resources before revaluations	28,221	3,403,288
Returns on investments and servicing of finance	741	447
Assets gifted by predecessor schools	-	(3,409,612)
Depreciation of tangible fixed assets	46,451	53,240
Capital grants from DfE	(27,716)	(16,865)
Increase in stocks	-	(256)
Decrease/(increase) in debtors	40,829	(101,830)
Increase in creditors	84,595	41,975
FRS 17 adjustments	15,000	11,000
<b>Net cash inflow/(outflow) from operations</b>	<u>188,121</u>	<u>(18,613)</u>

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**26. ANALYSIS OF CASH FLOWS FOR HEADINGS NETTED IN CASH FLOW STATEMENT**

	2015 £	2014 £
<b>Returns on investments and servicing of finance</b>		
Interest received	(741)	(447)
	<u>          </u>	<u>          </u>
	2015 £	2014 £
<b>Capital expenditure and financial investment</b>		
Purchase of tangible fixed assets	(27,548)	(25,172)
Capital grants from DfE	27,716	16,865
	<u>          </u>	<u>          </u>
<b>Net cash inflow/(outflow) capital expenditure</b>	168	(8,307)
	<u>          </u>	<u>          </u>
	2015 £	2014 £
<b>Acquisitions and disposals</b>		
Purchase of fixed asset investments	(1)	-
	<u>          </u>	<u>          </u>

**27. ANALYSIS OF CHANGES IN NET FUNDS**

	1 September 2014 £	Cash flow £	Other non-cash changes £	31 August 2015 £
Cash at bank and in hand:	84,960	187,547	-	272,507
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>Net funds</b>	84,960	187,547	-	272,507
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

**28. PENSION COMMITMENTS**

The Academy Trust'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 Hertfordshire County Council Pension Fund. Both are defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 August 2015.

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

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

**Teachers' Pension Scheme**

**Introduction**

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

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

**Valuation of the Teachers' Pension Scheme**

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

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

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

The pension costs paid to TPS in the period amounted to £169,060 (2014: £87,324).

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

Under the definitions set out in Financial Reporting Standard (FRS 17) Retirement Benefits, the TPS is a multi-employer pension scheme. The Academy Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy Trust has set out above the information available on the scheme.

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

**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 2015 was £114,000, of which employer's contributions totalled £93,000 and employees' contributions totalled £21,000. The agreed contribution rates for future years are 20.6% for employers and between 5.5% and 8.5% for employees.

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

The amounts recognised in the Balance sheet are as follows:

	2015 £	2014 £
Present value of funded obligations	(985,000)	(735,000)
Fair value of scheme assets	574,000	339,000
Net liability	<u>(411,000)</u>	<u>(396,000)</u>

The amounts recognised in the Statement of financial activities are as follows:

	2015 £	2014 £
Current service cost	(100,000)	(47,000)
Interest on obligation	(29,000)	(15,000)
Expected return on scheme assets	21,000	10,000
Total	<u>(108,000)</u>	<u>(52,000)</u>
Actual return on scheme assets	<u>21,000</u>	<u>18,000</u>

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**28. PENSION COMMITMENTS (continued)**

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

	2015 £	2014 £
Opening defined benefit obligation	735,000	297,000
Current service cost	100,000	47,000
Interest cost	29,000	15,000
Contributions by scheme participants	21,000	15,000
Actuarial Losses	106,000	78,000
Current service costs- WD	-	17,000
Interest cost- WD	-	6,000
Gifted from predecessor school	-	264,000
Benefits paid	(6,000)	(4,000)
	<u>985,000</u>	<u>735,000</u>
Closing defined benefit obligation	<u>985,000</u>	<u>735,000</u>

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

	2015 £	2014 £
Opening fair value of scheme assets	339,000	140,000
Expected return on assets	21,000	10,000
Actuarial gains and (losses)	106,000	10,000
Expected return on assets- WD	-	3,000
Contributions by employer	93,000	61,000
Contributions by employees	21,000	15,000
Gifted from predecessor school	-	104,000
Benefits paid	(6,000)	(4,000)
	<u>574,000</u>	<u>339,000</u>
	<u>574,000</u>	<u>339,000</u>

The cumulative amount of actuarial gains and losses recognised in the Statement of total recognised gains and losses was £68,000 (2014 - £67,000).

The Academy Trust expects to contribute £82,000 to its Defined benefit pension scheme in 2016.

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

	2015	2014
Equities	62.00 %	67.00 %
Bonds	27.00 %	23.00 %
Property	7.00 %	7.00 %
Cash	4.00 %	3.00 %

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**28. PENSION COMMITMENTS (continued)**

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

	2015	2014
Pension increase rate	2.60 %	2.60 %
Rate of increase in salaries	4.00 %	3.90 %
Expected Return on Assets	3.70 %	5.40 %
Discount rate	3.70 %	3.70 %

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

	2015	2014
Retiring today		
Males	22.3	22.3
Females	24.5	24.5
Retiring in 20 years		
Males	24.3	24.3
Females	26.7	26.7

Amounts for the current and previous period are as follows:

Defined benefit pension schemes

	2015 £	2014 £
Defined benefit obligation	(985,000)	(735,000)
Scheme assets	574,000	339,000
Deficit	(411,000)	(396,000)
Experience adjustments on scheme liabilities	(106,000)	(78,000)
Experience adjustments on scheme assets	106,000	10,000

**29. OPERATING LEASE COMMITMENTS**

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

	2015 £	2014 £
<b>Expiry date:</b>		
Within 1 year	-	2,361
Between 2 and 5 years	6,557	5,447

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**30. RELATED PARTY TRANSACTIONS**

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

Per FRS8 common control exists between the individual REAch2 Multi Academy Trusts. During the year transactions amounting to £nil (2014: £5,000) took place with REAch2 Waltham Forest Academy Trust. An amount of £nil (2014: £5,000) was due by REAch2 Waltham Forest Academy Trust at 31 August 2015.

During the year, the academy trust was invoiced the amount of £550 (2014: £nil) by REAch2 Maritime Academy Trust. There were no amounts outstanding at the year end.

There were no other related party transactions in the period of account.

**31. POST BALANCE SHEET EVENTS**

The multi academy trust transferred its trade, assets and liabilities to a fellow subsidiary multi academy trust on 1 September 2015 and ceased trading on this date. All assets and liabilities were transferred to the fellow subsidiary at their carrying amounts. The funding agreement between transferee multi academy trust and the ultimate controlling party, REAch2 Limited, remains unchanged at 1 September 2015, albeit under a different group structure.

**32. ULTIMATE PARENT UNDERTAKING AND CONTROLLING PARTY**

REAch2 Limited is the ultimate parent undertaking and controlling party. As at 31 August 2015, an amount of £32,650 (2014: £28,074) was due by REAch2 Limited.

Management fee income receivable by REAch2 Limited from the academy amounted to £53,675 in the year (2014: £23,695).

