



**Belgrave St Bartholomew's Academy**  
(A Company Limited by Guarantee)

**REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2012**

**Company Registration Number: 07552598**

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

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**Belgrave St. Bartholomew's Academy**  
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**Legal and administrative information**

Trustees Susan Johnson (Chairperson and Foundation Governor)\* +  
Gillian Porter (Vice Chair and Foundation Governor)\* +  
Craig Wood (Parent Governor)\*  
Christopher Brislen (Principal)\* +  
Colin Hopkins (Lichfield Diocese Director of Education)

Governors Julie Wood (Foundation governor) +  
Reverend Linda Walker (Foundation Governor) +  
Barbara Morgan (Community Governor) +  
Claire Hughes (Community Governor) +  
(resigned Autumn term 2012)

Nazeem Akhtar (Parent Governor) +  
Michelle Bridgwood (Parent Governor) +  
John Collier (Teaching Staff Governor)\* +  
Lorraine Jones (Support staff Governor)\*  
Lisa Sarikaya (Staff Governor) \* +

Company Secretary Charlotte Stokes

Responsible Officer Johnny Anderson

Accounting Officer Lisa Sarikaya

\* = members of the Strategic Development Committee

+ = members of the Standards, Policy and Curriculum Committee

Leadership team Principal – Christopher Brislen  
Vice-principal/Head of School – Lisa Sarikaya  
Vice-principal – John Collier  
Assistant principal – Kathryn Crawley

Registered Office Sussex Place  
Longton  
Stoke on Trent  
Staffs  
ST3 4TP

Company Registration Number 07552598 (England and Wales)

Auditors Hardings  
6 Marsh Parade  
Newcastle-under-Lyme  
ST5 1DU

Bankers Lloyds TSB  
Fountain Square  
Hanley  
ST1 1LE

Solicitors Stone King  
16 St. Johns Lane  
London  
EC1M 4BS

# **Belgrave St. Bartholomew's Academy** **(A company limited by guarantee)**

## **Governors' Report**

The governors of Belgrave St Bartholomew's Academy (the "Trust") present their report together with the financial statements of the charitable company for the year ended 31<sup>st</sup> August 2012.

## **Structure, Governance and management**

### **Constitution**

The Academy is a company limited by guarantee with no share capital (registration no. 07552598) The Academy's Articles of Association are the primary governing documents of the Academy.

The governors act as the trustees for the charitable activities of Belgrave St Bartholomew's Academy and are also the directors of the Charitable Company for the purposes of company law. The Charitable Company is known as Belgrave St Bartholomew's Academy.

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

### **Members and their liability**

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

### **Governors Indemnities**

The Academy has its insurance with Zurich Municipal and has Governor's liability indemnity insurance to the level of 2 million pounds.

### **Principal Activities**

The principal object and activity of the charitable company is the operation of Belgrave St Bartholomew's Academy to provide education for pupils of different abilities between the ages of 3 and 11. In accordance with the Articles of Association the charitable company has adopted a "Scheme of Government" approved by the Secretary of State for Education. The Scheme of Government specifies, amongst other things, the basis for admitting students to the Academy and that the curriculum should comply with the substance of the national curriculum.

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

Members of the Trust are nominated by either the Secretary of State for Children, Schools and Families (now Department for Education, DfE), or the Academy Trust. The articles of association require the members of the trust to appoint at least five trustees to be responsible for the statutory and constitutional affairs of the charitable company and the management of the Academy.

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

The training and induction provided for new Trustees will depend on their existing experience. Where necessary induction will provide training on charity and educational legal and financial matters. All new Governors will be given a tour of the Academy and the chance to meet with staff and students. All governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as governors. Induction tends to be done informally and is tailored specifically to the individual.

### **Organisational Structure**

The management structure in place for the year consisted of a Principal, a Head of School/ Vice-Principal, a Vice-Principal and an Assistant Principals. These four posts constituted the Academy's Senior Leadership Team, with two upper pay spine teachers seconded to the team. The aim of the leadership structure was to devolve responsibility, increase accountability and encourage involvement in decision making at all levels. The Head of School/ Vice-Principal is the Accounting Officer.

## **Belgrave St. Bartholomew's Academy** **(A company limited by guarantee)**

### **Governors' Report (continued)**

The Strategic Development Committee is responsible for all financial and general governance matters related to the Trust. It also carries out tasks delegated down by the full Board of Trustees on strategic and capital expenditure projects.

The Standards, Policy and Curriculum Committee is responsible for preparing the teaching and learning strategy, setting out the annual curriculum plan and suggest draft achievement targets for the Academy. It also monitors the curriculum, approves policies and procedures for the curriculum and staff performance management.

The Senior Leadership Team of the Academy is responsible for the day to day management of the Academy, for acting out from the strategic decisions taken from the Board and subcommittees, ensuring an annual development plan is set out, monitored and carried out successfully.

### **Objects, aims and objectives**

The main objectives of the Academy during the twelve month period ended 31 August 2012 are summarised below:

- to ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care;
- to raise the standard of educational achievement of all pupils;
- to improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;
- to provide value for money for the funds expended;
- to comply with all appropriate statutory and curriculum requirements;
- to maintain close links with industry and commerce; and
- to conduct the Academy's business in accordance with the highest standards of integrity, probity and openness.

### **Strategies and activities**

The Academy's main strategy is encompassed in its mission statement which is 'An achieving school and a caring community' This is articulated in our belief that education is preparation for life and we seek to prepare each child to face life beyond the Academy with confidence We aspire to set high standards for personal behaviour and self-discipline, with consideration, courtesy and respect for other people of all ages, races and cultures. We are concerned with the provision of exciting and quality learning experiences in a safe, secure and happy environment. We endeavour to achieve high standards in every aspect of Academy life by making the most efficient use of all the resources available

Each year the annual development plan sets out the detailed actions and timescales and intended impact required to deliver the short term objectives. The whole school priorities covering the period up to 31<sup>st</sup> August 2012 focused on –

- A review of the curriculum
- Provision for more able children
- Develop sports provision and after school club involvement
- Parental engagement
- Teaching School application and designation

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**Governors' Report (continued)**

Each curriculum leader formulates their own action plan to identify three key areas for development for their subject during the period. These cover the key areas of –

- Literacy
- Numeracy
- Creative Arts
- Extended Schools/Community Participation
- Care, Guidance and Support
- ICT
- Assessment
- Foundation Stage

**Public Benefit**

The governors have considered the Charity Commission's guidance on Public Benefit. The key public benefit delivered by the Trust is the provision of a high quality of education to its students.

Beyond this, the school aims to offer an education for the whole individual providing exceptional opportunities for personal as well as academic success. In this the school seeks to provide for the cultural, physical, spiritual as well as academic development of students. The wide range of extra-curricular activities, educational trips and visits and partnership projects offered to – and taken up by – our students contribute to a school which is happy and in which students thrive.

In addition, the Academy is beginning to be used as a resource by the local community. The Academy now offers a wide range of family and adult learning opportunities which are being taken up by the school community. The site is frequently used by community groups ranging from brownies and guides, churches, sports and arts.

**Equal opportunities policy**

The governors recognise that equal opportunities should be an integral part of good practice within the workplace. The Academy aims to establish equal opportunity in all areas of its activities including creating a working environment in which the contribution and needs of all people are fully valued.

**Disabled persons**

Ramps and disabled toilets are installed and door widths are adequate to enable wheelchair access to all areas of the Academy. The policy of the Trust is to support the employment of disabled persons both in the recruitment and by retention of employees who become disabled whilst in the employment of the Trust, as well as generally through training and career development. The Trust is also set up to receive disabled children and adapted equipment is in place for that purpose. Assessment of the available resources is done on a case by case basis.

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**Governors' Report (continued)**

**Developments, Activities, Achievements and Performance**

The Academy had 482 pupils on role during this period. The Academy received 100 applications for the Reception intake for September 2012.

Examination results for 2012 are shown below.

**KS1 Results**

	School	National (2011)	School	National (2011)	School	National (2011)	School	National (2011)
	Level 2+	Level 2+	Level 2B+	Level 2B+	Level 2a+	Level 2a+	Level 3	Level 3
<b>Reading</b>	86%	85%	66%	74%	34%	50%	23%	26%
<b>Writing</b>	76%	81%	63%	61%	24%	33%	10%	13%
<b>Mathematics</b>	94%	90%	87%	74%	36%	47%	11%	20%

**KS2 Results**

	School	National	School	National
	Level 4	Level 4	Level 5	Level 5
<b>English</b>	93%	81%	22%	29%
<b>Mathematics</b>	90%	80%	25%	35%
<b>Combined English and Maths</b>	85%	74%	17%	21%
<b>Children making two levels progress in English</b>	84%			
<b>Children making two levels progress in Maths</b>	90%			

The Academy has analysed the 2012 results and are pleased with the results. Improvements have been made across both key stages for the more able and the English results at Key Stage 2 Level 4+ were the highest ever. This pays testimony to the high quality teaching and learning across the school.

Attendance of students was 94.7% in 2011/12 and there were two children who fell into the persistent absence category. This reflects the robust systems in place and the consistency with which the school is challenging absence. It also reflects the fact that the children want to come to school due to the fun and enjoyable curriculum on offer to them and due to the high standard of teaching and care, guidance and support they receive,

The Academy carefully monitored the implementation of its 2011/12 annual plan. Evaluation of the plan included analysis of the impact of the work completed and the progress of the school measured against its targets. Based on the review of the development plan it is clear that the Academy both delivered its plan and made good progress. This judgement was also supported by the school's comprehensive self-evaluation.

To ensure that standards are continually raised the Academy operates a rigorous monitoring and evaluation schedule which focuses on lesson observations, book and planning scrutiny and discussions with pupils. The vast majority of teachers have outstanding subject knowledge & experience which is continually being refined through focussed CPD and weekly professional development meetings; this enthruses and challenges most pupils and contributes to their outstanding progress. Almost all teaching in all key stages and most subjects is at least good with much outstanding practice observed during each monitoring cycle. As a result almost all pupils are making rapid and sustained progress.

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**Governors' Report (continued)**

The Academy continues to use the Blue Sky as an online tool for Performance Management and evaluation of staff CPD. This system had made the performance management process more streamlined and enables progress to be measured against targets throughout the year. All of the Academy staff had a performance management review in July 2012 and an impact statement was completed against the two whole school targets and one individual target. The new cycle has begun and all new staff have completed an audit of their current position against the relevant professional standards.

**Going Concern**

After making appropriate enquiries, the governing body has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

**Financial Review**

Most of the Academy's income is obtained from the DfE in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31st August 2012 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the DfE and its sponsors. In accordance with the Charities Statement of Recommended Practice - 'Accounting and 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.

During the year ended 31st August 2012, total expenditure of £2,159,364 was more than covered by recurrent grant funding from the DfE together with other incoming resources. The excess of income over expenditure for the year (excluding restricted fixed asset funds) was £338,941. At 31st August 2012 the net book value of fixed assets was £217,258 and movements in tangible fixed assets are shown in note 16 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

A full provision has been made to cover the deficit of the Local Government pension scheme of £524,000 as at 31st August 2012. The Academy has entered into a programme of increased contribution rates in order to attempt to reduce the deficit.

Expenditure for the year was largely covered by grants from the DfE and other income, such as voluntary income and activities for generating funds. The combined funds show an operating surplus before the actuarial losses on the defined pension schemes of £302,868. This operating surplus is the result of detailed and tight budgeting and budget control procedures which have now been well imbedded in the Academy's daily financial management.

The Governors are concerned with the very large deficit that the Local Government pension fund is reporting. The Actuary's assumptions are very much influenced with the latest international financial and economic crisis. The Academy is seeking comfort from the Government that the reported deficit will be ultimately be covered by the Treasury.

The Academy held fund balances at 31st August 2012 of £434,606 restricted funds, £137,494 of unrestricted funds and a pension deficit of £524,000.

**Financial and Risk Management Objectives and Policies**

Further details regarding risk management can be found in the governance statement on pages 8 to 10.



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**Governors' Report (continued)**

**Reserves Policy**

The Academy holds reserves to ensure that it can continue to operate and meets its objectives throughout the year. The governors consider the level of reserves appropriate for this purpose and review them regularly.

**Investment Policy**

The Academy continues to review the level of cash held at bank and is currently looking at investing some of these monies into accounts yielding higher rates of return.

**Plans for Future Periods**

The Academy will continue striving to provide the best possible education for all its students and to enable all children to achieve their potential.

The Trust's core purpose is to deliver its strategic vision of providing exceptional opportunities for personal and academic success for its students and community.

The Academy's plans (set out above) will ensure that its quality of provision of education and results both continue to improve in the next few years.

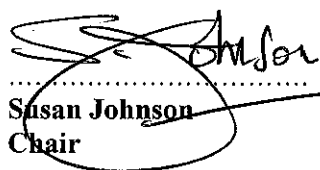
**Auditors**

Insofar as the governors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware
- the governors 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.

The auditors, Hardings Chartered Accountants are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

Approved by order of the members of the governing body on 13<sup>th</sup> December 2012 and signed on its behalf by:

  
.....  
**Susan Johnson**  
**Chair**

**Belgrave St. Bartholomew's Academy**  
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**Governance Statement**

**Scope of Responsibility**

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

We are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Academy and enable us to ensure the financial statements comply with the Companies Act. We also acknowledge responsibility for safeguarding the assets of the Academy and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:-

- The Academy is operating efficiently and effectively;
- Its assets are safeguarded against unauthorised use or disposition;
- The proper records are maintained and financial information used within the Academy or for publication is reliable;
- The Academy complies with relevant laws and regulations.

The governing body has delegated the day-to-day responsibility to the Head of School, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Belgrave St Bartholomew's Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the governing body any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the governors' Report and in the Statements of governors responsibilities. The governing body has formally met 3 times during the year. Attendance during the year at meetings of the governing body was as follows:

<b>Governor</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Susan Johnson	3	3
Gillian Porter	3	3
Craig Wood	2	3
Christopher Brislen	3	3
Colin Hopkins (Trust board meeting)	0	1
Julie Wood	3	3
Reverend Linda Walker	1	3
Barbara Morgan	3	3
Claire Hughes	0	3
Nazeem Akhtar	0	1
Michelle Bridgwood	2	2
John Collier	3	3
Lorraine Jones	3	3
Lisa Sarikaya	3	3

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**Governance Statement (continued)**

The Strategic Development Committee is responsible for all financial and general governance matters related to the Trust. It also carries out tasks delegated down by the full Board of Trustees on strategic and capital expenditure projects. Attendance at meetings in the year was as follows

<b>Governor</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Susan Johnson	5	6
Gillian Porter	6	6
Craig Wood	1	6
Christopher Brislen	4	6
Lorraine Jones	6	6
John Collier	4	6
Lisa Sarikaya	6	6

**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 be reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Belgrave St Bartholomew's Academy for the year ended 31<sup>st</sup> August 2012 and up to date of approval of the annual report and financial statements.

**Capacity to Handle Risk**

The governing body has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The governors 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 finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls 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. The governing body is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the year ending 31<sup>st</sup> August 2012 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the governing body.

**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 governing body;
- regular reviews by the Strategic Development 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.

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**Governance Statement (continued)**

The governing body has considered the need for a specific internal audit function and have decided not to appoint an internal auditor. However, the governors have appointed J. Anderson as Responsible Officer (RO). The RO's role includes giving advice on financial matters and performing a range of checks on the Academy's financial systems. On a quarterly basis, the RO reports to the governing body on the operation of the systems of control and on the discharge of the governing body's financial responsibilities

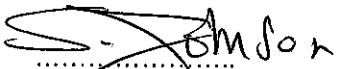
**Review of Effectiveness**

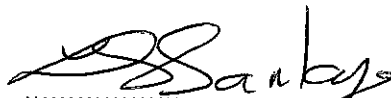
As accounting officer, the Head of School has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

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

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

Approved by order of the members of the governing body on 13<sup>th</sup> December 2012 and signed on its behalf by

  
.....  
**Susan Johnson**  
**Chair**

  
.....  
**Lisa Sarikaya**  
**Accounting Officer**

**Belgrave St. Bartholomew's Academy**  
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**Statement on Regularity, Propriety and Compliance**

As accounting officer of Belgrave St Bartholomew's Academy Trust I have considered my responsibility to notify the academy trust governing body and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State. 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 governing body 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



.....  
**Lisa Sarikaya**  
**Accounting Officer**

**13<sup>th</sup> December 2012**

**Belgrave St. Bartholomew's Academy**  
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**Statement of Governors' Responsibilities**

The governors (who act as trustees for charitable activities of Belgrave St Bartholomew's Academy and are also the directors of the Charitable Company for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with the Annual Accounts Requirements issued by the Education Funding Agency, (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 governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including its income and, expenditure, for that period. In preparing these financial statements, the governors are required to:

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

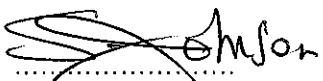
The governors are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements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

The governors are responsible for ensuring that in its conduct and operation the Charitable Company applies financial and other controls, which conform with the requirements both of property and of good financial management. They are also responsible for ensuring grants received from the EFA/DfE have been applied for the purpose intended.

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

The governors confirm that so far as they are aware, there is no relevant audit information of which the Charitable Company's auditors are unaware. They have taken all the steps that they ought to have taken as governors in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

Approved by order of the members of the governing body on 13<sup>th</sup> December 2012 and signed on its behalf by:

  
.....  
**Susan Johnson**  
Chair

**Belgrave St. Bartholomew's Academy**  
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**Independent auditor's report to the governing body of Belgrave St. Bartholomew's Academy**

We have audited the financial statements of Belgrave St. Bartholomew's Academy for the year ended 31st August 2012 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 Annual Accounts Direction 2011/12 as issued by the Education Funding Agency.

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

**Respective responsibilities of the governors and auditors**

The governors' (who are also directors for the purposes of company law) responsibilities for preparing the Governors' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Governors' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practice's Board (APB's) Ethical Standards for Auditors.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 2006, and whether the information given in the Governors' Annual Report is not consistent with the financial statements. We also report to you if, in our opinion, the academy has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding governors' remuneration and other transactions is not disclosed.

We read other information contained in the Annual Report, and consider whether it is consistent with the audited financial statements. This other information comprises only the Governors' Annual Report . We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

**Basis of audit opinion**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the governors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the academy's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

**Belgrave St. Bartholomew's Academy**  
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**Independent auditor's report to the governing body of Belgrave St. Bartholomew's Academy (continued)**

**Opinion**

In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the academy's affairs as at 31st August 2012 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended and have been properly prepared in accordance with the Companies Act 2006 and the Annual Accounts Direction 2011/12 issued by the Education Funding Agency; and
- the information given in the governors' report 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 governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit



.....  
**Timothy McNeal FCA (Senior Statutory Auditor)**

**For and on behalf of Hardings**

**Chartered Accountants**  
**6 Marsh Parade**  
**Newcastle-under-Lyme**  
**Staffordshire**  
**ST5 1DU**

**13<sup>th</sup> December 2012**



**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Independent Reporting Accountant's Report on Regularity to the Governing Body of  
Belgrave St. Bartholomew's Academy and the Education Funding Agency**

In accordance with the terms of our engagement letter dated 1<sup>st</sup> October 2012 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies : Accounts Direction 2011/12, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by the academy trust during the period 1 September 2011 to 31 August 2012 have been applied to the purpose identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of the Governing Body and Auditor**

The accounting officer is responsible, under the requirements of the Academy's funding agreement with the Secretary of State for Education and the Academies Financial Handbook as published by the DfES in 2006, 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 2011/12. We report to you whether, in our opinion, anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2011 to 31 August 2012 have not been applied to purposes intended by Parliament and the financial transactions do not conform, to the authorities which govern them.

**Approach**

We conducted our engagement in accordance with the Academies: Accounts Direction 2011/12 issued by the EFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

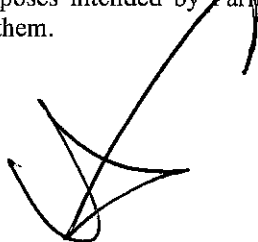
Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the academy trust's income and expenditure.

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Independent Reporting Accountant's Report on Regularity to the Governing Body of  
Belgrave St. Bartholomew's Academy and the Education Funding Agency (continued)**

**Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2011 to 31 August 2012 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

A handwritten signature in black ink, consisting of several overlapping loops and a long, sweeping stroke that extends upwards and to the right.

**Hardings**

**Chartered Accountants**  
**6 Marsh Parade**  
**Newcastle-under-Lyme**  
**Staffordshire**  
**ST5 1DU**

**13<sup>th</sup> December 2012**

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Statement of financial activities (incorporating the income and expenditure account)**

**For the year ended 31st August 2012**

	Notes	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Year ended 31/08/12 Total £	Period ended 31/08/11 Total £
<b>Incoming resources</b>						
Incoming resources from generating funds:						
Voluntary income	3	361	19,908	-	20,269	7,972
Activities for generating funds	4	17,192	98,646	-	115,838	33,332
Investment income	5	551	-	-	551	105
Funding for Academy's educational operations <sup>6</sup>		111,833	2,213,741	-	2,325,574	940,263
<b>Total incoming resources</b>		<u>129,937</u>	<u>2,332,295</u>	<u>-</u>	<u>2,462,232</u>	<u>981,672</u>
<b>Resources expended</b>						
Costs of generating funds:						
Cost of generating voluntary income	7	-	19,193	-	19,193	13,179
Fundraising trading:						
cost of goods sold and other costs	8	578	-	-	578	281
Charitable activities	9	-	2,033,463	36,073	2,069,536	747,944
Governance costs	10	-	70,057	-	70,057	65,614
Other resources expended	11	-	-	-	-	270,422
<b>Total resources expended</b>		<u>578</u>	<u>2,122,713</u>	<u>36,073</u>	<u>2,159,364</u>	<u>1,097,440</u>
<b>Net incoming/(outgoing) resources before transfers</b>						
		129,359	209,582	(36,073)	302,868	(115,768)
Transfer between funds		<u>369,000</u>	<u>(534,585)</u>	<u>165,585</u>	<u>-</u>	<u>-</u>
<b>Other recognised gains and losses</b>						
Actuarial (losses)/gains on defined benefit pension scheme	27	-	(155,000)	-	(155,000)	16,000
<b>Net movement in funds</b>		<u>498,359</u>	<u>(480,003)</u>	<u>129,512</u>	<u>147,868</u>	<u>(99,768)</u>
Total funds brought forward		<u>(360,865)</u>	<u>173,351</u>	<u>87,746</u>	<u>(99,768)</u>	<u>-</u>
<b>Total funds carried forward</b>		<u>137,494</u>	<u>(306,652)</u>	<u>217,258</u>	<u>48,100</u>	<u>(99,768)</u>

The statement of financial activities includes all gains and losses in the year and therefore a separate statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

**The notes on pages 21 to 38 form an integral part of these financial statements.**

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Balance sheet**

**as at 31st August 2012**

Company number: 07552598

	Notes	31/08/12		31/08/11	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	16		217,258		87,746
<b>Current assets</b>					
Debtors	17	80,437		81,884	
Cash at bank and in hand		613,092		496,019	
		<u>693,529</u>		<u>577,903</u>	
<b>Creditors: amounts falling due within one year</b>	18	(338,687)		(396,417)	
<b>Net current assets</b>			<u>354,842</u>		<u>181,486</u>
<b>Net assets excluding pension asset</b>			572,100		269,232
Pension asset			(524,000)		(369,000)
<b>Net assets/(liabilities)</b>			<u>48,100</u>		<u>(99,768)</u>
<b>Funds</b>	19				
<b>Restricted funds:</b>					
Fixed asset funds			217,258		87,746
			<u>217,258</u>		<u>87,746</u>
General funds			217,348		173,351
Pension deficit			(524,000)		-
			<u>(306,652)</u>		<u>173,351</u>
<b>Total restricted funds</b>			89,394		261,097
<b>Unrestricted funds:</b>					
General funds			137,494		8,135
Pension deficit			-		(369,000)
<b>Total unrestricted funds</b>			<u>137,494</u>		<u>(360,865)</u>
<b>Total funds</b>			<u>48,100</u>		<u>(99,768)</u>

The Balance Sheet continues on the following page.


The notes on pages 21 to 38 form an integral part of these financial statements.

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Balance sheet (continued)**

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies .

The financial statements were approved by the board on 13th December 2012 and signed on its behalf by

  
**Susan Johnson**  
**Chair**

**The notes on pages 21 to 38 form an integral part of these financial statements.**

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Cash flow statement**

**for the year ended 31st August 2012**

	Notes	Year ended 31/08/12 £	Period ended 31/08/11 £
Net incoming/(outgoing) resources for the year		302,868	(115,768)
Interest receivable		(551)	(105)
Depreciation and impairment		36,073	2,377
Decrease/(Increase) in debtors		1,447	(81,884)
(Decrease)/Increase in creditors		(57,730)	396,417
<b>Net cash inflow from operating activities</b>		<u>282,107</u>	<u>201,037</u>
Returns on investments and servicing of finance	24	551	105
Capital expenditure	24	(165,585)	(90,623)
<b>Increase in cash in the year</b>		<u>117,073</u>	<u>110,519</u>
<b>Reconciliation of net cash flow to movement in net funds</b>	25		
<b>Increase in cash in the year</b>		117,073	110,519
<b>Net funds at 1st September 2011</b>		496,019	-
<b>Net funds at 31st August 2012</b>		<u>613,092</u>	<u>110,519</u>

The notes on pages 21 to 38 form an integral part of these financial statements.

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31st August 2012**

**1. Accounting policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding period.

**1.1. Basis of accounting**

The financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in March 2005 (SORP 2005), the Academies Accounts Direction issued by the EFA and the Companies Act 2006.

**1.2. Incoming resources**

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

**Grants receivable**

Grants are included in the Statement of Financial Activities. The balance of income received for specific purposes but not expended during the period is shown in the relevant Funds on the balance sheet. The annual recurrent grant from the DfE, which is intended to meet recurrent costs, is credited directly to the Statement of Financial Activities. Other government grants from other government agencies and bodies are credited to the Statement of Financial Activities as well. Any expected grants in respect of events which occurred in the financial year are accrued accordingly.

**Donations**

Donations are included in the statement of financial activities on a cash received basis or on an accruals basis where they are assured with reasonable certainty and are receivable at the balance sheet date.

**Hire of facilities income**

The value of services and facilities provided to external bodies is recognised in the Statement of Financial Activities when the timing of the event occurs within the financial year.

**Catering income**

The catering income is cash or cheques received while providing catering services to staff, students and community at the Academy and is recognised on the Statement of Financial Activities when received.

**Donated services and gifts in kind**

The value of donated services and gifts in kind provided to the Academy is recognised in the statement of financial activities as incoming resources and resources expended at their estimated value to the Academy in the period in which they are receivable, and where the benefit is both quantifiable and material.

**Interest receivable**

Interest receivable is included in the Statement of Financial Activities on a receivable basis.

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31st August 2012**

**1.3. Resources expended**

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

**Allocation of costs**

In accordance with the Charities SORP 2005, expenditure has been analysed between the cost of generating funds, the Academy's charitable activities and governance. Items of expenditure which involve more than one cost category have been apportioned on a reasonable, justifiable and consistent basis for the cost category concerned. Central staff costs are allocated on the basis of time spent on each activity and depreciation charges on the basis of the proportion of the assets' use which is utilised by each activity.

Costs of generating funds are costs which were incurred in generating funds. They include staff costs and depreciation. Charitable activities costs are all costs which are incurred in pursuing the Trust's charitable objects

**Fund accounting**

Unrestricted General funds represent those resources which may be used towards meeting any of the charitable objects of the Academy at the discretion of the Trustees. Restricted funds comprise grants from the DfE and other donors which are to be used for specific purposes as explained in note 22. Restricted Fixed Assets Funds comprise all grants which were paid from the DfE and other donors for specific fixed assets expenditure. Restricted General Funds comprise all other restricted funds received.

**Governance costs**

Governance costs include the costs attributable to the Academy's compliance with constitutional and statutory requirements, including audit, strategic management and Trustees' meetings and reimbursed expenses. Such costs include both direct and allocated support costs based on the spread of the staff costs.

**1.4. Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life. Where tangible fixed assets have been acquired with the aid of specific grants, either from the Government or private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund (in the statement of financial activities and carried forward on the balance sheet). The depreciation on such assets is charged in the statement of financial activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the Academy's depreciation policy as follows:

Improvements to leasehold property	-	No depreciation charged as assets were not in use at 31st August 2012
Fixtures, fittings and equipment	-	25% net book value
Computer equipment	-	Straight line over 3 years

**1.5. Leasing**

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



**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31st August 2012**

**1.6. Defined benefit pension schemes**

The majority of Academy staff are members of one of two pension schemes, which are defined benefit Schemes. More details of the schemes are given in note 27.

Full-time and part-time teaching staff employed under a contract of service are eligible to contribute to the Teachers' Pension Scheme (TPS). The TPS, a statutory, contributory, final salary scheme is administered by Capita Teachers Pensions on behalf of the Department for Education.

Full-time and part-time non teaching staff employed under a contract of service are eligible to contribute to the Local Government Pension Scheme (LGPS). The LGPS, a statutory and contributory final salary scheme is administered directly by the Staffordshire County Council

**Teachers' pension scheme**

Full-time and part-time teaching staff employed under a contract of service are eligible to contribute to the Teachers' Pension Scheme (TPS). The TPS, a statutory, contributory, final salary scheme is administered by Capita Teachers' Pensions on behalf of the Department for Education and Skills. As the Academy is unable to identify its share of the underlying (notional) assets and liabilities of the scheme, the Academy has taken advantage of the exemption in Financial Reporting Standard (FRS) 17 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The pension costs for the scheme represent the contributions payable by the Academy in the year.

**Local government pension scheme**

Non teaching members of staff are offered membership of the Local Government Scheme (LGPS). The LGPS is a defined benefit pension scheme and is able to identify the Academy's share of assets and liabilities and the requirements of FRS 17, Retirement Benefits, have been followed.

The Academy's share of the LGPS assets are measured at fair value at each balance sheet date.

Liabilities are measured on an actuarial basis using the projected unit method. The net of these two figures is recognised as an asset or liability on the balance sheet. Any movement in the asset or liability between balance sheet dates is reflected in the statement of financial activities.

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31st August 2012**

**2. General Annual Grant (GAG)**

	<b>Year ended 31/08/12</b>	<b>Period ended 31/08/11</b>
<b>a. Results and carry forward for the year</b>		
GAG brought forward from previous year	137,726	-
GAG allocation for current period	1,793,230	671,732
Total GAG available to spend	1,930,956	671,732
Recurrent expenditure from GAG	(1,562,210)	(458,550)
Fixed assets purchased from GAG	(165,585)	(75,456)
GAG carried forward to next year	<u>203,161</u>	<u>137,726</u>
Maximum permitted GAG carry forward at end of current year (12% of allocation for current year)	<u>(215,188)</u>	<b>See Note Below</b>
GAG to surrender to DfE (12% rule breached if result is positive)	<u>(12,027)</u>	
	<b>No Breach</b>	
<b>b. Use of GAG brought forward from previous year for recurrent purposes</b>		
Recurrent expenditure from GAG	1,562,210	
GAG allocation for current period	(1,793,230)	
GAG allocation for previous year x 2%	(13,435)	
GAG b/fwd from previous year in excess of 2%, used on recurrent expenditure in current year	<u>(244,455)</u>	
	<b>No Breach</b>	

**Note**

As the period ended 31st August 2011 was the first accounting period for the Academy covering the five months 1st April 2011 to 31st August 2011, special dispensation was given by the YPLA so that the 12% rule in respect of paying back the GAG was not enforceable for this period.

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31st August 2012**

**3. Voluntary income**

	Unrestricted funds £	Restricted funds £	Year ended 31/08/12 Total £	Period ended 31/08/11 Total £
Donations - small	361	1,749	2,110	492
Educational visits	-	18,159	18,159	7,480
	<u>361</u>	<u>19,908</u>	<u>20,269</u>	<u>7,972</u>

**4. Activities for generating funds**

	Unrestricted funds £	Restricted funds £	Year ended 31/08/12 Total £	Period ended 31/08/11 Total £
Fundraising events	1,345	-	1,345	1,886
Sponsorships	654	-	654	986
Sales	1,887	-	1,887	-
Before and after club	11,201	-	11,201	3,277
Room and facilities hire	2,105	-	2,105	1,940
Catering income	-	98,646	98,646	25,243
	<u>17,192</u>	<u>98,646</u>	<u>115,838</u>	<u>33,332</u>

**5. Investment income**

	Unrestricted funds £	Year ended 31/08/12 Total £	Period ended 31/08/11 Total £
Bank interest receivable	551	551	105
	<u>551</u>	<u>551</u>	<u>105</u>

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31st August 2012**

**6. Funding for Academy's educational operations**

	Unrestricted funds £	Restricted funds £	Year ended 31/08/12 Total £	Period ended 31/08/11 Total £
Outsourcing of staff	111,833	-	111,833	15,116
General annual grant	-	1,793,230	1,793,230	671,732
Mainstream grant	-	-	-	135,823
Capital grant	-	9,333	9,333	3,889
Start up grants	-	-	-	25,000
Other DfE/YPLA grants	-	155,579	155,579	66,441
Other grants & funding	-	255,599	255,599	22,262
	<u>111,833</u>	<u>2,213,741</u>	<u>2,325,574</u>	<u>940,263</u>

**7. Cost of generating voluntary income**

	Restricted funds £	Year ended 31/08/12 Total £	Period ended 31/08/11 Total £
Educational visits	19,193	19,193	13,179
	<u>19,193</u>	<u>19,193</u>	<u>13,179</u>

**8. Cost of activities for generating funds**

	Unrestricted funds £	Year ended 31/08/12 Total £	Period ended 31/08/11 Total £
Before and after club	578	578	281
	<u>578</u>	<u>578</u>	<u>281</u>

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31st August 2012**

**9. Charitable activities - Academy's educational operations**

	<b>Restricted funds</b>	<b>Restricted fixed asset funds</b>	<b>Year ended 31/08/12 Total</b>	<b>Period ended 31/08/11 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Teaching and educational support staff costs	1,452,340	-	1,452,340	551,410
Educational supplies	109,989	-	109,989	37,921
Training and professional development	24,457	-	24,457	6,219
Rent and rates	8,758	-	8,758	18,020
Cleaning	33,211	-	33,211	12,755
Heat and light	10,864	-	10,864	3,446
Insurance	32,571	-	32,571	13,761
Repairs and maintenance	32,054	-	32,054	20,554
Telephone	1,327	-	1,327	967
Motor and travelling	16,125	-	16,125	4,256
Computer equipment (not capitalised)	33,377	-	33,377	1,613
Depreciation net of disposal proceeds	-	36,073	36,073	2,377
Support staff costs	135,664	-	135,664	32,558
Catering	142,726	-	142,726	42,087
	<u>2,033,463</u>	<u>36,073</u>	<u>2,069,536</u>	<u>747,944</u>

**10. Governance costs**

	<b>Restricted funds</b>	<b>Year ended 31/08/12 Total</b>	<b>Period ended 31/08/11 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Accountancy fees	4,100	4,100	2,000
Auditor remuneration	4,400	4,400	4,000
Professional fees	25,834	25,834	49,044
Payroll processing	3,319	3,319	1,542
Subs & memberships	5,924	5,924	-
Office and admin expenses	26,480	26,480	9,028
	<u>70,057</u>	<u>70,057</u>	<u>65,614</u>

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31st August 2012**

**11. Other resources expended**

	<b>Year ended 31/08/12 Total £</b>	<b>Period ended 31/08/11 Total £</b>
Pension deficit b/f from previous school status	-	385,000
Net balance b/f from previous school status	-	(114,578)
	<u>-</u>	<u>270,422</u>

**12. Net incoming/(outgoing) resources for the year**

	<b>Year ended 31/08/12 £</b>	<b>Period ended 31/08/11 £</b>
Net incoming/(outgoing) resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	36,073	2,877
Auditors' remuneration	4,400	4,000
Auditors' remuneration from non-audit work	4,100	2,000
	<u>44,573</u>	<u>8,877</u>

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31st August 2012**

**13. Employees**

<b>Employment costs</b>	<b>Year ended 31/08/12 £</b>	<b>Period ended 31/08/11 £</b>
Wages and salaries	1,312,160	478,098
Social security costs	87,605	32,708
Pension costs	188,240	73,162
Training and professional development	24,457	6,219
	<u>1,612,462</u>	<u>590,187</u>

Other pension costs above represents the total operating charge included in resources expended in the statement of financial activities and does not include amounts included in other finance income and other recognised gains and losses.

**Number of employees**

The number of employees (including the trustees) who earned more than £60,000 during the year was as follows:

	<b>Year ended 31/08/12 Number</b>	<b>Period ended 31/08/11 Number</b>
£80,001 to £90,000	<u>1</u>	<u>-</u>

The average monthly numbers of employees (including the trustees) during the year, calculated on the basis of full time equivalents, was as follows:

	<b>Year ended 31/08/12 Number</b>	<b>Period ended 31/08/11 Number</b>
Teachers	19	18
Administration and support	26	24
Management	6	8
	<u>51</u>	<u>50</u>

**Belgrave St. Bartholomew's Academy**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31st August 2012**

**14. Governors' emoluments**

Principal and staff governors only receive remuneration in respect of services they provide undertaking the roles of Principal and staff and not in respect of their services as governors. Other governors did not receive any payments, other than expenses, from the academy in respect of their role as governors. The value of governors' remuneration was as follows: Principal £81,225, Head of School/Vice Principal £59,186, Vice Principal £51,154, Other Staff Governor £15,218, Other Staff Governor £11,975.

**15. Taxation**

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

<b>16. Tangible fixed assets</b>	<b>Improve to leasehold property £</b>	<b>Fixtures, fittings and equipment £</b>	<b>Computer equipment £</b>	<b>Total £</b>
<b>Cost</b>				
At 1st September 2011	-	11,049	79,074	90,123
Additions	104,904	29,530	31,151	165,585
At 31st August 2012	<u>104,904</u>	<u>40,579</u>	<u>110,225</u>	<u>255,708</u>
<b>Depreciation</b>				
At 1st September 2011	-	433	1,944	2,377
Charge for the year	-	4,941	31,132	36,073
At 31st August 2012	<u>-</u>	<u>5,374</u>	<u>33,076</u>	<u>38,450</u>
<b>Net book values</b>				
At 31st August 2012	<u>104,904</u>	<u>35,205</u>	<u>77,149</u>	<u>217,258</u>
At 31st August 2011	<u>-</u>	<u>10,616</u>	<u>77,130</u>	<u>87,746</u>

The land and buildings from which the Academy operates is largely owned by the Lichfield Diocese and a small parcel of land owned by Stoke-on-Trent City Council. Following a review of the lease agreements and discussion with the Diocese, it has been agreed that the risks and rewards of ownership have not been substantially transferred to the Academy and therefore remain off the balance sheet.



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**Notes to financial statements**  
**for the year ended 31st August 2012**

**17. Debtors**

	<b>31/08/12</b>	<b>31/08/11</b>
	£	£
Trade debtors	12,804	-
VAT repayable	18,491	35,295
Prepayments and accrued income	49,142	46,589
	<u>80,437</u>	<u>81,884</u>

**18. Creditors: amounts falling due within one year**

	<b>31/08/12</b>	<b>31/08/11</b>
	£	£
Trade creditors	100,384	134,421
Other taxes and social security	28,872	24,857
Other creditors	83,553	91,759
Accruals and deferred income	125,878	145,380
	<u>338,687</u>	<u>396,417</u>

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

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Restricted fixed asset funds</b>	<b>Total funds</b>
	£	£	£	£
Fund balances at 31st August 2012 as represented by:				
Tangible fixed assets	-	-	217,258	217,258
Current assets	137,494	556,035	-	693,529
Current liabilities	-	(338,687)	-	(338,687)
Defined benefit pension asset	-	(524,000)	-	(524,000)
	<u>137,494</u>	<u>(306,652)</u>	<u>217,258</u>	<u>48,100</u>

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**for the year ended 31st August 2012**

<b>20. Unrestricted funds</b>	<b>At</b>				<b>At</b>
	<b>1st September</b>	<b>Incoming</b>	<b>Outgoing</b>	<b>Transfers</b>	<b>31st August</b>
	<b>2011</b>	<b>resources</b>	<b>resources</b>		<b>2012</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Unrestricted funds	8,135	18,104	(578)	-	25,661
Outsourcing of staff	-	111,833	-	-	111,833
Pension reserve	(369,000)	-	-	369,000	-
	<u>(360,865)</u>	<u>129,937</u>	<u>(578)</u>	<u>369,000</u>	<u>137,494</u>

<b>21. Restricted fixed asset funds</b>	<b>At</b>			<b>At</b>
	<b>1st September</b>	<b>Outgoing</b>	<b>Transfers</b>	<b>31st August</b>
	<b>2011</b>	<b>resources</b>		<b>2012</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Tangible fixed assets	<u>87,746</u>	<u>(36,073)</u>	<u>165,585</u>	<u>217,258</u>

**Purposes of restricted fixed asset funds**

The restricted fixed asset fund reflects resources received by the Academy to acquire assets for continuing use and furtherance of the Academy's aims and objectives. Resources expended reflect the associated depreciation charges as set out in the accounting policies

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22. Restricted funds	At	Incoming resources	Outgoing resources	Transfers	Gains and losses	At
	1st September 2011					31st August 2012
	£	£	£	£	£	£
Educational visits	(5,699)	18,159	(19,193)	-	-	(6,733)
Catering income	-	98,646	(142,726)	-	-	(44,080)
General annual grant	137,726	1,793,230	(1,562,210)	(165,585)	-	203,161
Mainstream grant	41,324	-	(41,324)	-	-	-
Donations	-	1,749	(1,749)	-	-	-
Capital grant	-	9,333	(9,333)	-	-	-
Other DfE/EFA grants	-	155,579	(155,579)	-	-	-
Other grants and funding	-	255,599	(190,599)	-	-	65,000
Pension reserve				(369,000)	(155,000)	(524,000)
	<u>173,351</u>	<u>2,332,295</u>	<u>(2,122,713)</u>	<u>(534,585)</u>	<u>(155,000)</u>	<u>(306,652)</u>

**Purposes of restricted funds**

Income for Educational visits is received for children attending school trips etc. The Academy receives less income than the amount expended on the trips largely due to the fact that children are not omitted from the trip if the family is unable to pay the fee.

Catering income represents money received for pupil/adult school dinners and breakfast sales.

The General annual grant is used in the general running of the school.

Included in donations is an amount from the Church for work on the Academy's allotment.

The Capital grant is not solely for the purpose of fixed assets but an allowance to cover the maintenance and improvements to the Academy's buildings and facilities.

Other DfE/EFA grants received include amounts to cover the insurance costs of the Academy, to support pupils on the free school meal register and to provide support to pupils with special educational needs.

Other grants and funding include various amounts to cover areas such as nursery funding, family learning courses, staff CPD, to support newly qualified teachers, students placements and to provide support to other schools. Additionally, an amount of £65,000 was received from the National College for School Leadership. This funding is to be used for the set-up of the Britannia Teaching School Alliance.

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**Notes to financial statements**  
**for the year ended 31st August 2012**

**23. Financial commitments**

At 31st August 2012 the company had annual commitments under non-cancellable operating leases as follows:

	<b>Other</b>	
	<b>31/08/12</b>	<b>31/08/11</b>
	<b>£</b>	<b>£</b>
<b>Expiry date:</b>		
Between one and five years	<u>13,630</u>	<u>10,199</u>

**24. Gross cash flows**

	<b>Year ended</b>	<b>Period ended</b>
	<b>31/08/12</b>	<b>31/08/11</b>
	<b>£</b>	<b>£</b>
<b>Returns on investments and servicing of finance</b>		
Interest received	<u>551</u>	<u>105</u>
<b>Capital expenditure</b>		
Payments to acquire tangible assets	(165,585)	(98,123)
Receipts from sales of tangible assets	<u>-</u>	<u>7,500</u>
	<u>(165,585)</u>	<u>(90,623)</u>

**25. Analysis of changes in net funds**

	<b>Opening balance</b>	<b>Cash flows</b>	<b>Closing balance</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Cash at bank and in hand	<u>496,019</u>	<u>117,073</u>	<u>613,092</u>
<b>Net funds</b>	<u>496,019</u>	<u>117,073</u>	<u>613,092</u>

**26. Company limited by guarantee**

Belgrave St. Bartholomew's Academy is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £10 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

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**Notes to the Financial Statements for the period ended 31<sup>st</sup> August 2012 (continued)**

**27. Pension and similar obligations**

The majority of the Academy's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Staffordshire County Council.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS was 31<sup>st</sup> March 2004 and of the LGPS 31<sup>st</sup> August 2012.

**Teachers' Pension Scheme**

The TPS is an unfunded defined benefit scheme. Contributions on a "pay-as-you-go" basis are credited to the Exchequer under arrangements governed by the Superannuation Act 1972. A notional asset value is ascribed to the scheme for the purpose of determining contribution rates.

The pensions cost is normally assessed no less than every four years in accordance with the advice of the Government Actuary. The assumptions and other data that have the most significant effect on the determination of the contribution levels are as follows:

Latest actuarial valuation (under the new provisions)	31 <sup>st</sup> March 2004
Actuarial method	Prospective benefits
Investment returns per annum	6.5 per cent per annum
Salary scale increases per annum	5.0 per cent per annum
Notional value of assets at date of last valuation	£162,650 million
Proportion of members' accrued benefits covered by the notional value of the assets	98.88%

Following the implementation of Teacher's Pension (Employers' Supplementary Contributions) Regulations 2000, the Government Actuary carried out a further review on the level of employer contributions. For the year end 31<sup>st</sup> August 2012 the employer contribution was 14.1 per cent. The employee rate was 6.4% for the period to 31<sup>st</sup> March 2012. From 1<sup>st</sup> April 2012 the employee contribution ranged from 6.4% to 8.5% dependent upon level of salary.

Under the definitions set out in Financial Reporting Standard (FRS 17) Retirement Benefits, the TPS is a multi-employer pension scheme. The Academy is unable to identify its share of the underlying assets and liabilities of the scheme.

Accordingly, the Academy has taken advantage of the exemption in FRS 17 and has accounted for its contributions to the scheme as if it were a defined-contribution scheme. The Academy has set out above the information available on the scheme and the implications for the Academy in terms of the anticipated contribution rates.

**Local Government Pension Scheme**

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31<sup>st</sup> August 2012 was £103,000 of which employer's contributions totalled £76,000 and employees' contributions totalled £27,000. The agreed contribution rates for future years are as follows:

- Employer Rates of 15.8% to 19.5% to 31<sup>st</sup> March 2015.
- Employee Rates between 5.5% and 7.5% dependent upon level of remuneration.

The Academy has agreed to increase the Employer Contribution Rate to enable the deficit to be reduced. The current level of Contribution of 15.8% will be increased over a period to 31<sup>st</sup> March 2015 when the rate will be 19.5%. This final rate will be subject to the results of the 2013 formal valuation of the fund.

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Notes to the Financial Statements for the period ended 31<sup>st</sup> August 2012 (continued)

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

**Local Government Pension Scheme (continued)**

Principal Actuarial Assumptions	At 31 <sup>st</sup> August 2012	At 31 <sup>st</sup> August 2011
Rate of increase in salaries	4.5%	4.9%
Rate of increase for pensions in payment/inflation	2.2%	2.6%
Discount rate for scheme liabilities	4.1%	5.4%
Inflation assumption (CPI)	2.9%	2.7%
Commutation of pensions to lump sums		50%

**Sensitivity Analysis**

Change in assumptions at 31 <sup>st</sup> August 2012	Approximate % Increase to Employer Liability	Approximate monetary amount
0.5% decrease in Real Discount Rate	14%	152,000
1 year increase in Member Life Expectancy	3%	32,000
0.5% increase in the Salary Increase Rate	7%	77,000
0.5% increase in the Pension Increase Rate	7%	71,000

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

	At 31 <sup>st</sup> August 2012	At 31 <sup>st</sup> August 2011
<i>Retiring today</i>		
Males	21.2	21.2
Females	23.4	23.4
 <i>Retiring in 20 years</i>		
Males	23.3	23.3
Females	25.6	25.6

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**Notes to the Financial Statements for the period ended 31<sup>st</sup> August 2012 (continued)**

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

**Local Government Pension Scheme (continued)**

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

	Expected Return at 31 <sup>st</sup> August 2012	Fair Value at 31 <sup>st</sup> August 2012	Expected Return at 31 <sup>st</sup> August 2011	Fair Value at 31 <sup>st</sup> August 2011
Equities	5.5%	400,000	6.8%	277,000
Bonds	2.8%	68,000	4.6%	57,000
Property	3.7%	47,000	4.8%	30,000
Cash	2.8%	11,000	3.9%	15,000
<b>Total market value of assets</b>		526,000		379,000
Present value of scheme liabilities - Funded		(1,050,000)		(748,000)
<b>Surplus/(deficit) in the scheme</b>		<b>£ (524,000)</b>		<b>£ (369,000)</b>

The return on bonds is assumed to be in line with redemption yields so the scope for judgement is limited. The Academy's share of assets are mainly equity biased and the expected rate of return was 10.4%.

The actual return on scheme assets was £45,000

**Amounts recognised in the statement of financial activities**

	2012	2011
Current service cost (net of employee contributions)	65,000	25,000
Past service cost	12,000	-
<b>Total operating charge</b>	<b>£ 77,000</b>	<b>£ 25,000</b>

**Analysis of pension finance income / (costs)**

Expected return on pension scheme assets	27,000	11,000
Interest on pension liabilities	(43,000)	(17,000)
<b>Pension finance income / (costs)</b>	<b>£ (16,000)</b>	<b>£ (6,000)</b>

The actuarial gains and losses for the current year are recognised in the statement of financial activities. The cumulative amount of actuarial gains and losses recognised in the statement of financial activities since the adoption of FRS 17 is a £139,000 deficit.

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**Notes to the Financial Statements for the period ended 31<sup>st</sup> August 2012 (continued)**

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

**Local Government Pension Scheme (continued)**

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

	2012	2011
At 1 <sup>st</sup> September 2011	748,000	747,000
Current service cost	65,000	25,000
Interest cost	43,000	17,000
Employee contributions	27,000	10,000
Actuarial (gain)/loss	155,000	(51,000)
Benefits paid	-	-
Past service cost	12,000	-
Curtailments and settlements	-	-
<b>At 31<sup>st</sup> August 2012</b>	<b>£1,050,000</b>	<b>£ 748,000</b>

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

	2012	2011
At 1 <sup>st</sup> September 2011	379,000	362,000
Expected return on assets	27,000	11,000
Actuarial gain/(loss)	17,000	(31,000)
Employer contributions	76,000	27,000
Employee contributions	27,000	10,000
Benefits paid	-	-
<b>At 31<sup>st</sup> August 2012</b>	<b>£ 526,000</b>	<b>£ 379,000</b>

The estimated value of employer contributions for the year ended 31<sup>st</sup> August 2013 is £77,000.

	2012	2011
<b>Present value of defined benefit obligations</b>	<b>(1,050,000)</b>	<b>(748,000)</b>
<b>Fair value of share of scheme assets</b>	<b>526,000</b>	<b>379,000</b>
<b>Deficit in the scheme</b>	<b>£ (524,000)</b>	<b>£ (369,000)</b>
<b>Experience adjustments on share of scheme assets</b>	<b>£ (17,000)</b>	<b>£ 31,000</b>
<b>Experience adjustments on share of scheme liabilities</b>	<b>-</b>	<b>£ (16,000)</b>