

Company Registration No. 07465343 (England and Wales)

THE GREETLAND ACADEMY
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT AND AUDITED ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2016

THE GREETLAND ACADEMY

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THE GREETLAND ACADEMY

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

A Bennett (Executive Principal and Accounting Officer)
A Birt (Parent Governor)
S Brierley (Chair)
P Dixon (Head of School and Staff Governor)
R Elliot (Parent Governor) (Resigned 28 March 2016)
J Fryer (Governor)
A Giles (Governor) (Appointed 15 December 2015)
A Griffiths (Governor)
G Newton (Vice chair)
A Rawson (Governor)
H Vickers (Parent Governor) (Appointed 29 March 2016)

Members

- Executive Principal	A Bennett
- Chair	S Brierley
- Governor	A Griffiths
- Vice Chair	G Newton

Senior management team

- Executive Principal and Accounting Officer	A Bennett
- Head of School	P Dixon
- Deputy Principal	R Shaw
- Deputy Principal to 31st December 2015 (on secondment from 1st September 2015)	D Worthington
- Assistant Principal	S Read
- Deputy Principal (acting) from 1st September 2015 (previously Assistant Principal)	A Harris
- School Business Manager	J Firth

Company registration number 07465343 (England and Wales)

Registered office School Street
Greetland
Halifax
HX4 8JB

Independent auditor Simpson Wood Limited
Bank Chambers
Market Street
Huddersfield
HD1 2EW

THE GREETLAND ACADEMY

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

Yorkshire Bank plc
Southgate
Elland
HX5 0BP

Lloyds Bank plc
Commercial Street
Halifax
HX1 1BB

Solicitors

Ramsdens LLP
Oakley House
1 Hungerford Road
Huddersfield
HD3 3AL

THE GREETLAND ACADEMY

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2016

The trustees present their annual report together with the accounts and independent auditor's report of the charitable company for the period 1 September 2015 to 31 August 2016. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The Academy Trust operates an academy for pupils aged 4 (at the start of an academic year date of 1 September) to 11 primarily serving the area of Greetland. It has a pupil capacity of 420 and had numbers on roll of 421 in the school census on 19th May 2016 (temporarily over roll due to impending movement before a return to 420).

Structure, governance and management

Constitution

The Academy is a company limited by guarantee and an exempt charity. The charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy.

The charitable company is known as The Greetland Academy.

The trustees of The Greetland Academy are also the directors of the charitable company for the purposes of company law. Details of the trustees who served during the year are included in the Reference and Administrative Details on page 1.

Members' liability

The Academy Trust has four members (who are also trustees), as detailed in the Reference and Administrative details on page 1. Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

Trustees' indemnities

The Academy joined the Education Funding Agency's Risk Protection Assurance (RPA) from 1st January 2016 (the commercially purchased insurance arrangements expired 31st December 2015). The RPA provides for unlimited indemnity cover. The total cost of RPA was £7,000 within the period; the cost of indemnity cover is not separately identifiable.

Method of recruitment and appointment or election of trustees

The Members may appoint Staff Governors provided that the total number of staff governors (including Executive Principal and Head of School) do not exceed one third of the total number of governors (including vacancies).

Parent Governors are elected by parents of registered pupils at the Academy; a Parent Governor must be a parent of a pupil at The Greetland Academy at the time when he / she is elected. The number of Parent Governors required shall be made up by Parent Governors appointed by the Governing Body if the number of parents standing for election is less than the number of vacancies. If appointing a Parent Governor, the Governing Body will appoint a person who is the parent of a registered pupil at The Greetland Academy; or where it is not reasonably practical to do so, a person who is the parent of a child of compulsory school age.

The Governors may appoint up to three Co-opted Governors. In 'Co-opting' Governors, the Governors will be mindful of the skills and experience required to ensure The Greetland Academy has sufficient experience to appropriately manage the Academy.

THE GREETLAND ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Policies and procedures adopted for the induction and training of trustees

The training and induction provided for new governors will depend on their existing experience. During the period the Academy has utilised the Governing Training programme provided by the local authority, the National Governors Association, the Specialist Schools Academies Trust and attended courses provided by independent providers. A Governor Induction Pack is provided to all new Governors. This includes Governor responsibilities, Committee Terms of Reference, Governor and school expectations including a Code of Conduct. All governors are provided with copies of minutes, accounts, budgets, school development and school self-evaluation plans plus any other documents that they will need to undertake their role as governor. As there can be only one or two new governors per year, induction tends to be done informally and is tailored specifically to the individual.

Organisational structure

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

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

The Leadership Team consists of an Executive Principal, a Head of School, two Deputy Principals, one Assistant Principal and the School Business Manager. These managers control the Academy at an executive level implementing the policies laid down by the Governors and reporting back to them. As a group, the Leadership Team are responsible for the authorisation of spending within agreed budgets; the appointment of staff, though appointment boards for posts in the Leadership Team and teaching staff always contain a governor; the implementation and monitoring of the School Development Plan; and, with Governors, completing the School Self Evaluation. Some spending control is devolved to members of the Extended Management Team, with limits above which the Executive Principal or Head of School must countersign.

The Extended Management Team includes the Leadership Team (excluding the Executive Principal), two Curriculum Managers, the IT Director and the Bursar. The Extended Management Team is responsible for the day to day operation of the Academy, in particular organising the teaching staff and curriculum, overseeing the curriculum delivery and co-ordinating staff and children well-being.

The Executive Principal is the Accounting Officer.

Arrangements for setting pay and remuneration of key management personnel

Decisions regarding pay and remuneration take account of the Department of Education's framework "School teachers' pay and conditions document and guidance on school teachers' pay and conditions", the complexities of the academy's operation in relation to this guidance and reference to independent advice on pay and remuneration to ensure recruitment and retention of appropriately qualified and experienced key management personnel.

The Performance Management Committee (comprising Chair of Governors, Vice Chair of Governors and independent School Improvement Consultant) determine arrangements for setting pay and remuneration of the Executive Principal and Head of School. The Executive Principal and Head of School determine arrangements for setting pay and remuneration of the remaining senior management team with reference to the Members of The Greetland Academy.

Related parties and other connected charities and organisations

The Greetland Academy was designated a Teaching School in April 2014. The Greetland Academy jointly leads a Teaching School Alliance with Whitehill Community Academy called Teamworks and works with a number of Strategic Partners to deliver the requirements of Teaching Schools. Currently our strategic partners include: Abbey Grange Trust, Barkisland Primary School, Carr Green Primary School, The Crossley Heath School, The Halifax Academy, Hightown J&I School, Holy Trinity Primary School, Lindley Infants School, Park Lane Learning Trust, St John's Primary Academy Clifton, Savile Park Primary School, William Henry Smith School, The University of Huddersfield University, Leeds Beckett University and Calderdale Music Hub.

THE GREETLAND ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

The areas of responsibility of a teaching school alliance are known as the 'Big 6', with the strategic partners leading and supporting the delivery of these:

1. Initial teacher training (and Newly Qualified Teachers)
2. CPD and Leadership development
3. Succession planning and talent management
4. School-to-school support
5. Specialist Leaders in Education (SLE deployment)
6. Research and development

On 28th July 2015 The Greetland Academy was designated as a SCITT (School Centred Initial Teacher Training) by the Department of Education, although this will not be operational until 1st September 2016. This will operate within the Teamworks Teaching School Alliance.

Member A Griffiths has a related party connection with The Educational Guidance Service Ltd. During the year ended 31st August 2016 £1,260 was paid to the Educational Guidance Service Ltd in respect of services received for pupil assessments and reports.

Member S Brierley has a related party connection with H & J Hitchen. During the year ended 31st August 2016 £2,353 was paid to H & J Hitchen in respect of services for electrical works and repairs.

Governor A Giles has a related party connection with Alan Giles Consulting Ltd. During the year ended 31st August 2016 £3,775 was paid to Alan Giles Consulting Ltd in respect of services for educational and school improvement consultancy (£2,775 since his appointment as a Governor).

Objectives and activities

Objects and aims

The principal object and activity of the charitable company is the operation of The Greetland Academy to provide education for pupils of different abilities between the ages of 4 and 11.

Objectives, strategies and activities

The objectives and strategies in the Academy's School Development Plan for the year ended 31 August 2016 can be summarised as:-

- To continue to develop and enhance leadership skills to contribute towards the school led system (establish an Multi Academy Trust; lead on Teaching School activities)
- To embed the new curriculum and assessment criteria
- Provide bespoke coaching and mentoring for new to profession teachers within the Academy, as part of the Teaching School Alliance and newly formed SCITT
- Enhance and strengthen the permanent outdoor provision, ensuring that Early Years Foundation Stage has a designated outdoor area that is both stimulating and challenging, which provides a broad and balanced learning experience that remains outstanding and current
- To ensure that pupils are exposed to an approach to learning on international development through recognising the importance of linking peoples' lives throughout the world.

The Academy's main strategy is encompassed in its mission statement, which is:

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

The management structure of the Academy has enabled staff to continue to be deployed to provide support to other schools i.e. leadership coaching; monitoring of data and Pupil Premium provision; support for underachieving schools and staff in a number of local and regional settings.

THE GREETLAND ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

The Greetland Academy continues to operate at a high level. This has resulted in another year of high attainment, as detailed within the Strategic Report section of the Trustees Report. Triangulation by Senior Leaders and External School Improvement Partner continues; reporting that:

"Leaders and governors have created a culture that enables pupils and staff to excel and focus on consistently improving outcomes for all pupils, but especially for disadvantaged pupils. Teachers demonstrate deep knowledge and understanding of the subjects they teach. They use questioning highly effectively and demonstrate understanding of the ways pupils think about subject content. Teachers plan lessons very effectively, making maximum use of lesson time and coordinating lesson resources well. They manage pupils' behaviour highly effectively with clear rules that are consistently enforced. Pupils' impeccable conduct reflects the school's effective strategies to promote high standards of behaviour. From each different starting point, the proportions of pupils making and exceeding expected progress in English and in mathematics are high compared with national figures". (SIP Annual Report to the Governing Body, July 2016).

The school was successful in securing two further Condition Improvement Fund grants to replace the boiler and improve plumbing at KS1 and to carry out pointing and roofing works at KS2.

Public benefit

The Academy's governors have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

Strategic report

Key performance indicators

The following key performance indicators have been reported to Trustees during the period:

- The school's self-evaluation processes and independent School Improvement Partner report a strong position against Ofsted criteria
- Both internal and external monitoring processes evidence that the quality of teaching is consistently good and much is outstanding throughout the school.
- In addition to the above 2016 results data, 93% (14/15) Pupil Premium children attained at least the expected standard at the end of Key Stage 2 in Reading; 80% (12/15) in Writing; 100% (15/15) in Mathematics and 93% (14/15) in English GP&S.
- Continued attendance initiatives have maintained good levels of attendance for 2015-16 at 97.4% (97.3 % in 2014-15).
- The school admitted 60 pupils to Reception in September 2015, which is its capacity; the Academy was full in all other year groups.

The Trustees have monitored the income and expenditure of the Academy against the budgets agreed at the beginning of the financial year. The trustees have also set the following Key Financial Performance Indicators:

- Whilst not limiting the recruitment and retention policies and processes of the Academy, staff costs as a percentage of income to be below 80%. Due to the split site nature of The Greetland Academy, the school incurs additional staff costs, however, staff costs (excluding catering) as a percentage of total revenue income for the year ended 31 August 2016 (excluding catering) remained below this target at 73.2%.
 - The level of free reserves to not exceed 10% of income. The level of free cash reserves at 31st August 2016 was £185,808; this represents 9.2% of revenue income.
 - Pupil Premium funding to be effectively used for all eligible pupils and its impact assessed. The school received £80,505 that was used to support 57 pupils. The Greetland Academy has been nominated by the Department of Education as a Pupil Premium System Leader in recognition of our track record of boosting disadvantaged pupils' achievement and closing gaps.
 - Capital projects to come in on time and within budget. The majority of the KS1 boiler and plumbing works are completed and are within budget; the KS2 pointing and roof works are on track to be completed part way through the autumn 2016 term; it is anticipated that this will be within budget.
 - A positive cash flow to be maintained at all times. This was achieved throughout the whole year.
 - The amount due to creditors to not be more than 20% of one month's GAG (£24,268). Total creditors at the year end were £90,081; however, £82,238 related to the summer break capital and asset management projects; therefore the remaining balance of £7,843 achieves the key performance indicator.
 - The catering function was self-financing and therefore required no funding from the school's budget.
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THE GREETLAND ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Achievements and performance

The standards of attainment continue to be very high with The Academy's self evaluation processes, supported by external review, grading 'outcomes for pupils' as 'outstanding'. This is supported by 2016 results data (NB new assessment and testing arrangements were introduced in 2016 by the DfE):

- End of KS2 outcomes 2016 are very good overall.

Attainment:

- attainment is high compared with national figures at the expected level for Reading, Mathematics and GP&S
- attainment is above national figures at the expected level for Writing
- at the more than expected level, attainment is high compared with national figures for Reading, Mathematics and GP&S
- at the more than expected level, attainment is low compared with national figures for Writing

Progress:

- pupils have made outstanding progress from KS1 in Mathematics, very good progress in Reading but inadequate progress in Writing
- attainment and progress of disadvantaged pupils in Reading and Mathematics is a strength overall as they are above those for all pupils nationally
- End of KS1 outcomes 2016 are good overall:
 - the proportions achieving the standard are above national figures for Reading, Writing and Mathematics
 - the proportions achieving above the standard are above in Writing and Mathematics but below in Reading
 - attainment of disadvantaged pupils is a strength at the expected level, as they are above those for all pupils nationally, but they are below at the exceeding level
- Year 1 Phonics results are well above national, with 98% meeting the expected standard compared with 81% nationally
- EYFS results are outstanding with 90% achieving a good level of development compared with 66% nationally

The Trustees approve the School Development Plan at the beginning of the year and receive regular reports on progress; the objectives for year ended 31st August 2016 are detailed on page 5. Achievements resulting from the School Development Plan also include:

- An increased involvement in the School Led system, particularly through the continued development of the Teaching School and work with the National College for Teaching and Learning and the Teaching School Council. The Academy continues to progress its plan to become a Multi Academy Trust
- Embedding the new curriculum and new assessment reporting criteria.
- The continuation of inspiration activities throughout the academy with a high percentage of children partaking in a wide range of activities from external visits and internal visitors.
- The successful recruitment of students for the SCITT proving its financial viability; a full programme of training is planned for September 2016
- Commencement of enhancements to the KS1 outdoor space which will continue to be developed in 2016-17.

Going concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Academy 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 Education Funding Agency (EFA) in the form of recurrent grants, the use of which is restricted to particular purposes to support the objects of The Greetland Academy. The grants received from the EFA during the period ended 31 August 2016 and the associated expenditure are shown as restricted funds in the statement of financial activities.

THE GREETLAND ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

The Academy also receives grants for fixed assets from the EFA. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP FRS 102), 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 period ended 31 August 2016, total expenditure of £2,129,200 was covered by recurrent grant funding from the EFA together with other incoming resources. The excess of income over expenditure for the period (excluding restricted fixed asset funds and pension deficit) was £42,519.

At 31 August 2016 the net book value of fixed assets was £4,041,050 and movements in tangible fixed assets are shown in note 11 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

The Greetland Academy has two bank accounts in which it holds all its cash reserves. The Greetland Academy has no other investments.

The Academy held fund balances at 31 August 2016 of £3,492,589 comprising £3,307,051 of restricted funds and £185,808 of unrestricted general funds. Restricted funds includes a pension reserve deficit of £985,000.

Reserves policy

The governors review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitment and the nature of reserves.

Where the Academy holds unrestricted reserves, it is the governors' policy to apply these resources to meet the spending priorities determined by the Governing Body. The Academy's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £185,808, representing 9.2% of income (excluding capital income). The level of free reserves is to not exceed 10% of the total income of the Academy; unless authorised by Governors for a specific, longer term, project; no such project has currently been identified; it is currently anticipated that these funds will be required to support the school budget for 2017-18.

The Academy had a total of £71,243 restricted reserves (excluding pension and capital); £6,283 related to Sponsor Capacity Grant funding and the balance is General Annual Grant funds.

Investment policy and powers

The Greetland Academy has two bank accounts that hold all cash balances. The Academy endeavours to maximise the use of these funds and has therefore arranged with the bank to receive interest of 0.25% below the Bank of England base rate on balances held in the Yorkshire Bank account. The Greetland Academy takes into account social, environmental and ethical considerations with regard to its investments and therefore has chosen banks of national repute.

Principal risks and uncertainties

The governors have assessed the major risks to which the Academy is exposed, in particular those relating to the teaching, provision of facilities and other operational areas of the Academy, and its finances, all of which are detailed in the Risk Register. The governors have implemented a number of systems to assess risks that the school faces, especially in operational areas (e.g. in relation to teaching, health and safety, and school trips) and in relation to the control of finance as evidenced by the Financial Management and Governance Self-Assessment. Where significant financial risk still remains, they have ensured that they have adequate insurance cover. The Academy has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

The Academy has a Risk Register that is reviewed regularly by the Trustees. The principal risks, other than the financial risks detailed above, come under the headings of: strategic/reputational; social; technological; legislative/regulatory; environmental; operational; managerial; legal; and physical. Due to the controls in place, there were no high risks to which the academy was exposed.

THE GREETLAND ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

The Greetland Academy's income is obtained from the EFA in line with the Funding Agreement of the Academy. As such, the Academy's exposure to financial risks is limited to cash flow and liquidity risks; at 31 August 2016 the Academy had £213,213 owed to creditors (including accruals), which was fully funded by the bank balance of £582,371.

The Greetland Academy has a pension deficit of £985,000 relating to the LGPS defined benefit pension scheme, which is an increase from the deficit of £351,000 at 31st August 2015. This significant increase is due to a change in accounting treatments from FRS17 to FRS 102 combined with circumstances affecting the assumptions the actuary has used to provide an accounting valuation. These calculations are not directly linked to the triennial valuation that determines appropriate employer pension contributions. An actuarial review took place during 2013 that increased employer contributions in April 2014 from 12.9% to 13.5% and in April 2015 to 13.6% for 2015 and 2016. The next actuarial valuation will come into effect in 2017; the rate for this is not yet known.

Plans for future periods

1. Improved Quality, Efficiency and Effectiveness: develop monitoring and maintaining systems across The Greetland Academy and MAT, which will include:
 - All staff promoting high academic excellence, modelling high expectations and accelerating learning through robust triangulation, identification of needs and provision for pupils and staff to achieve in order to enable all pupils to reach their full progress potential.
 - Utilising evidential data to demonstrate that school improvement strategies are having a regular and sustained impact on pupil outcomes and progress.
 - Further developing the collegiate approach to school development to build sustained school improvement and a strong leadership base to improve outcomes.
 - Living within our means of The Greetland Academy budget, ensuring value-for-money, planning for future risks and monitoring impact of all personnel groups alongside the teaching staff (catering, admin, finance, Breakfast Club, lunchtime provision & site maintenance).
2. Improved Focus: engage all staff in high quality research and development in order to continue to ensure all children at The Greetland Academy can achieve their full potential academically, socially, emotionally and in sports and the arts, which will include:
 - Teachers effectively analysing data outcomes and assessing quality of teaching and learning to be able to effectively respond to trends, through modifications to pedagogy or provision.
 - Fostering a workforce that is proactive in its self-improvement, through an increased understanding and engagement in research and development.
 - Developing the way in which initiatives and developments are reported upon, evaluated and disseminated throughout the Academy staff to ensure that change is delivered effectively and has impact. All teaching staff to actively participate in the training/coaching of their colleagues.
3. Improved Engagement: develop parental engagement in school life to form more effective learning partnerships; to ensure whole staff awareness of academy and MAT vision, aims and agendas, which will include:
 - Developing the wider context of school learning by impacting on the effectiveness of learning partnerships between pupils, parents and school.
 - Facilitating change within the academy by identifying current patterns and trends relating to whole Academy staff awareness of aims, vision and agendas.

THE GREETLAND ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Auditor

In so far as the trustees are aware:

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

A resolution proposing that Simpson Wood Limited be reappointed as auditor of the charitable company will be put to the members.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 29 November 2016 and signed on its behalf by:

S Brierley
Chair

THE GREETLAND ACADEMY

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2016

Scope of responsibility

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

The governing body has delegated the day-to-day responsibility to Mrs A Bennett, Executive Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the Funding Agreement between The Greetland Academy 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 Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met four times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustees	Meetings attended	Out of possible
A Bennett (Executive Principal and Accounting Officer)	4	4
A Birt (Parent Governor)	4	4
S Brierley (Chair)	3	4
P Dixon (Head of School and Staff Governor)	4	4
R Elliot (Parent Governor) (Resigned 28 March 2016)	1	2
J Fryer (Governor)	4	4
A Giles (Governor) (Appointed 15 December 2015)	1	3
A Griffiths (Governor)	2	4
G Newton (Vice chair)	3	4
A Rawson (Governor)	4	4
H Vickers (Parent Governor) (Appointed 29 March 2016)	2	2

Following the Governors self-review that took place during the summer term 2014 (based upon an 'outstanding governing body checklist' of 13 questions from Ofsted), all Governors completed a skills audit in the autumn term of 2014. The Members of the Academy met to review the structure of the Governing Body in the spring term, which was then discussed with all governors. From the 1st June 2015 a trial Governing Body structure was implemented that comprised a reduced membership of ten governors; this was achieved through a reduction in the number of staff governors, plus parent governor and local authority governor terms of office coming to end that were not replaced. The trial structure now comprises: three co-opted Governors (Members); two parent Governors; two staff Governors (Executive Principal and Head of School); and three 'experts'. The Governors also reviewed the Committee structures; there are now five committees:

- Effectiveness of Leadership and Management
- Quality of Teaching, Learning and Assessment
- Outcomes for Children
- Finance and Premises
- Personal Development, Behaviour and Welfare

The trial arrangements are continuing and will be reviewed again upon consideration of Multi Academy Trust status.

THE GREETLAND ACADEMY

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

The external School Improvement Partner assesses the effectiveness of leadership and management on an annual basis, concluding in July 2016 that this was 'outstanding'. He comments that:

"Governors systematically challenge senior leaders so that the effective deployment of staff and resources, including the pupil premium, the primary PE and sport premium and SEN funding, secures excellent outcomes for pupils. Governors do not shy away from challenging leaders about variations in outcomes for pupil groups, especially between disadvantaged and other pupils."

The Finance and Premises Committee is a sub-committee of the main Governing Body. Its purpose is to assist the decision making of the Governing Body, by enabling more detailed consideration to ensure sound management of the academy's finances and resources, including budget setting and monitoring, EFA requirements, regularity, audit and probity.

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
A Bennett (Executive Principal and Accounting Officer)	3	3
S Brierley (Chair)	2	3
P Dixon (Head of School and Staff Governor)	3	3
J Fryer (Governor)	3	3
G Newton (Vice chair)	3	3

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 value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The Accounting Officer considers how the trust's use of its resources has provided good value for money during each academic year, and reports to the Governing Body where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer for The Greetland Academy has delivered improved value for money during the year by:

- Achieving excellent educational outcomes for our pupils, as detailed on page 7. This is further supported by the EFA produced 'Efficiency Metric' which places The Greetland Academy in efficiency decile 2 (out of 10).
- Utilising the expertise of our teaching staff to support the development of other schools. Whilst impacting positively on the schools receiving the support it has also enabled The Greetland Academy to receive additional income and also have a positive impact upon the personal and professional development of The Greetland Academy staff.
- Continued monitoring of processes and procurement. Specific changes and reviews this year include moving to the EFA's Risk Protection Arrangement; staff absence insurance tendering; change of finance systems.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Greetland Academy for the year ended 31 August 2016 and up to the date of approval of the Annual Report and Financial Statements.

THE GREETLAND ACADEMY

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

Capacity to handle risk

The Governing Body 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 Governing Body is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2015 to 31 August 2016 and up to the date of approval of the annual report and accounts. 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 board of trustees;
- regular reviews by the finance and premises 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 Trustees have considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the governors have appointed Simpson Wood, Chartered Accountants, the external auditor, to perform a programme of additional checks.

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

- testing of payroll systems
- testing of purchase systems
- testing of bank reconciliations
- testing of income records
- testing of monitoring and governance reporting

On a termly basis the auditor reports to the Finance and Premises Committee on the operation of the systems of control and on the discharge of the board of trustees financial responsibilities.

There have been no material control issues identified as a result of external audit monitoring that has taken place according to schedule.

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 external auditor;
- the financial management and governance self-assessment process, which has been undertaken at The Greetland Academy, as best practice, even though it is not required to, as an established academy
- the work of the Bursar within the academy trust who has responsibility for the development and maintenance of the internal control framework.

THE GREETLAND ACADEMY

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Premises Committee and a plan to address any identified weaknesses to ensure continuous improvement of the system is in place.

Approved by order of the board of trustees on 29 November 2016 and signed on its behalf by:

A Bennett

Executive Principal and Accounting Officer

S Brierley

Chair

THE GREETLAND ACADEMY

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

As accounting officer of The Greetland Academy I have considered my responsibility to notify the Academy Trust board of trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2015.

I confirm that I and the Academy Trust's board of trustees are able to identify any material irregular or improper use of funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academies Financial Handbook 2015.

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the board of trustees and EFA.

A Bennett
Accounting Officer

29 November 2016

THE GREETLAND ACADEMY

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2016

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

Company law requires the trustees to prepare accounts for each financial year. Under company law the trustees must not approve the accounts 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 accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2015 to 2016;
- 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 accounts; and
- prepare the accounts 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 accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring that grants received from 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 accounts may differ from legislation in other jurisdictions.

Approved by order of the board of trustees on 29 November 2016 and signed on its behalf by:

S Brierley
Chair

THE GREETLAND ACADEMY

INDEPENDENT AUDITOR'S REPORT ON THE ACCOUNTS TO THE MEMBERS OF THE GREETLAND ACADEMY

We have audited the accounts of The Greetland Academy for the year ended 31 August 2016 set out on pages 21 to 41. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2015 to 2016 issued by the Education Funding Agency.

This report is made solely to the charitable company'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 charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the Trustees' Responsibilities Statement set out on page 16, the trustees, who are also the directors of The Greetland Academy for the purposes of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the accounts 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 accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company'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 accounts. In addition, we read all the financial and non-financial information in the Trustees' Report including the incorporated strategic report to identify material inconsistencies with the audited accounts 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 accounts

In our opinion the accounts:

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

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts.

THE GREETLAND ACADEMY

INDEPENDENT AUDITOR'S REPORT ON THE ACCOUNTS TO THE MEMBERS OF THE GREETLAND ACADEMY (CONTINUED)

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 accounts 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.

Daniel McAllister FCA (Senior Statutory Auditor)
for and on behalf of Simpson Wood Limited

Chartered Accountants

Statutory Auditor

Bank Chambers
Market Street
Huddersfield
HD1 2EW

Dated: 29 November 2016

THE GREETLAND ACADEMY

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE GREETLAND ACADEMY AND THE EDUCATION FUNDING AGENCY

In accordance with the terms of our engagement letter dated 10 October 2016 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2015 to 2016, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Greetland Academy during the period 1 September 2015 to 31 August 2016 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of The Greetland Academy's accounting officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of The Greetland Academy's funding agreement with the Secretary of State for Education dated 17 December 2010 and the Academies Financial Handbook, extant from 1 September 2015, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2015 to 2016 issued by EFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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:

- Consideration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance which may include review and corroboration of the most recent Financial Management and Governance Evaluation or equivalent.
- Evaluation of the general control environment of the academy trust, extending the procedures required for financial statements to include regularity.
- Assessment and testing of a sample of the specific control activities over regularity of a particular activity.
- When performing sample testing of expenditure, consider whether the activity is permissible within the academy trust's framework of authorities.

THE GREETLAND ACADEMY

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE GREETLAND 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 2015 to 31 August 2016 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Daniel McAllister FCA
Reporting Accountant
Simpson Wood Limited
Bank Chambers
Market Street
Huddersfield
HD1 2EW

Dated: 29 November 2016

THE GREETLAND ACADEMY

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2016

		Unrestricted Funds	Restricted funds:		Total 2016	Total 2015
	Notes	£	General	Fixed asset	£	£
Income and endowments from:						
Donations and capital grants	2	5,916	11,544	319,095	336,555	330,661
Charitable activities:						
- Funding for educational operations	3	5,652	1,702,251	-	1,707,903	1,776,657
Other trading activities	4	294,457	-	-	294,457	435,681
Investments	5	766	-	-	766	1,196
Total income and endowments		<u>306,791</u>	<u>1,713,795</u>	<u>319,095</u>	<u>2,339,681</u>	<u>2,544,195</u>
Expenditure on:						
Raising funds	6	294,245	6,590	-	300,835	387,459
Charitable activities:						
- Educational operations	7	15,371	1,710,861	102,133	1,828,365	1,856,532
Total expenditure	6	<u>309,616</u>	<u>1,717,451</u>	<u>102,133</u>	<u>2,129,200</u>	<u>2,243,991</u>
Net income/(expenditure)		(2,825)	(3,656)	216,962	210,481	300,204
Transfers between funds		(5,235)	(24,753)	29,988	-	-
Other recognised gains and losses						
Actuarial gains/(losses) on defined benefit pension schemes	18	-	(585,000)	-	(585,000)	(12,000)
Net movement in funds		<u>(8,060)</u>	<u>(613,409)</u>	<u>246,950</u>	<u>(374,519)</u>	<u>288,204</u>
Reconciliation of funds						
Total funds brought forward		193,868	(300,348)	3,973,858	3,867,378	3,579,174
Total funds carried forward		<u>185,808</u>	<u>(913,757)</u>	<u>4,220,808</u>	<u>3,492,859</u>	<u>3,867,378</u>

THE GREETLAND ACADEMY

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2016

Comparative year information Year ended 31 August 2015	Notes	Unrestricted	Restricted funds:		Total
		Funds	General	Fixed asset	2015
		£	£	£	£
Income and endowments from:					
Donations and capital grants	2	3,771	672	326,218	330,661
Charitable activities:					
- Funding for educational operations	3	12,135	1,764,522	-	1,776,657
Other trading activities	4	435,681	-	-	435,681
Investments	5	1,196	-	-	1,196
Total income and endowments		<u>452,783</u>	<u>1,765,194</u>	<u>326,218</u>	<u>2,544,195</u>
Expenditure on:					
Raising funds	6	387,459	-	-	387,459
Charitable activities:					
- Educational operations	7	1,669	1,769,047	85,816	1,856,532
Total expenditure	6	<u>389,128</u>	<u>1,769,047</u>	<u>85,816</u>	<u>2,243,991</u>
Net income/(expenditure)		63,655	(3,853)	240,402	300,204
Transfers between funds		-	(13,805)	13,805	-
Other recognised gains and losses					
Actuarial gains/(losses) on defined benefit pension schemes	18	-	(12,000)	-	(12,000)
Net movement in funds		63,655	(29,658)	254,207	288,204
Reconciliation of funds					
Total funds brought forward		130,213	(271,533)	3,720,494	3,579,174
Total funds carried forward		<u>193,868</u>	<u>(301,191)</u>	<u>3,974,701</u>	<u>3,867,378</u>

THE GREETLAND ACADEMY

BALANCE SHEET

AS AT 31 AUGUST 2016

	Notes	2016		2015	
		£	£	£	£
Fixed assets					
Tangible assets	11		4,041,050		3,910,782
Current assets					
Stocks	12	1,645		1,832	
Debtors	13	65,856		87,872	
Cash at bank and in hand		582,521		326,423	
		<u>650,022</u>		<u>416,127</u>	
Current liabilities					
Creditors: amounts falling due within one year	14	(213,213)		(108,531)	
Net current assets			436,809		307,596
Net assets excluding pension liability			<u>4,477,859</u>		<u>4,218,378</u>
Defined benefit pension liability	18		(985,000)		(351,000)
Net assets			<u>3,492,859</u>		<u>3,867,378</u>
Funds of the Academy Trust:					
Restricted funds	16				
- Fixed asset funds			4,220,808		3,974,701
- Restricted income funds			71,243		49,809
- Pension reserve			(985,000)		(351,000)
Total restricted funds			<u>3,307,051</u>		<u>3,673,510</u>
Unrestricted income funds	16		185,808		193,868
Total funds			<u>3,492,859</u>		<u>3,867,378</u>

The accounts set out on pages 21 to 41 were approved by the board of trustees and authorised for issue on 29 November 2016 and are signed on its behalf by:

S Brierley
Chair

Company Number 07465343

THE GREETLAND ACADEMY

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2016

		2016		2015	
	Notes	£	£	£	£
Cash flows from operating activities					
Net cash provided by (used in) operating activities	19		168,638		(75,063)
Cash flows from investing activities					
Dividends, interest and rents from investments		766		1,196	
Capital grants from DfE and EFA		319,095		312,470	
Capital funding from sponsors and others		-		13,748	
Payments to acquire tangible fixed assets		(232,401)		(298,949)	
			<u>87,460</u>		<u>28,465</u>
Change in cash and cash equivalents in the reporting period			<u>256,098</u>		<u>(46,598)</u>
Cash and cash equivalents at 1 September 2015			<u>326,423</u>		<u>373,021</u>
Cash and cash equivalents at 31 August 2016			<u><u>582,521</u></u>		<u><u>326,423</u></u>

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2016

1 Accounting policies

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

1.1 Basis of preparation

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

The Greetland Academy meets the definition of a public benefit entity under FRS 102.

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

1.2 Going concern

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

1.3 Income

All incoming resources are recognised when the Academy Trust has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

Grants receivable

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of meeting any performance-related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the statement of financial activities in the period for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

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

Sponsorship income

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 are no performance-related conditions), where the receipt is probable and it can be measured reliably.

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

1 Accounting policies

(Continued)

Donations

Donations are recognised on a receivable basis (where there are no performance-related conditions) where the receipt is probable and the amount can be reliably measured.

Other income

Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the Academy Trust has provided the goods or services.

Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy Trust's accounting policies.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

This includes all expenditure incurred by the Academy Trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Charitable activities

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

Governance costs

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

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

1 Accounting policies

(Continued)

1.5 Tangible fixed assets and depreciation

Assets costing £ 3,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Land and buildings	2% straight line
Computer equipment	33% straight line
Fixtures, fittings & equipment	15% straight line

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

No depreciation is provided in respect of freehold land.

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

1.6 Liabilities

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

1.7 Leasing and hire purchase commitments

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

1.8 Stock

Stock is valued at the lower of cost and net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal. Provision is made for obsolete and slow moving stock.

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

1 Accounting policies

(Continued)

1.9 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.

1.10 Pensions benefits

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 18, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.

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

1.11 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Education Funding Agency/Department for Education/sponsor/other 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 Education Funding Agency/Department for Education.

1.12 Critical accounting estimates and areas of judgement

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

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

1 Accounting policies

(Continued)

Critical accounting estimates and assumptions

The Academy Trust makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 18, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2013 has been used by the actuary in valuing the pensions liability at 31 August 2016. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement

The financial statements are prepared on a factual basis and as such there are no areas of judgement.

2 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
Capital grants	-	319,095	319,095	312,470
Other donations	5,916	11,544	17,460	18,191
	<u>5,916</u>	<u>330,639</u>	<u>336,555</u>	<u>330,661</u>

3 Funding for the Academy Trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
DfE / EFA grants				
General annual grant (GAG)	-	1,456,863	1,456,863	1,470,873
Other DfE / EFA grants	-	163,583	163,583	167,648
	<u>-</u>	<u>1,620,446</u>	<u>1,620,446</u>	<u>1,638,521</u>
Other government grants				
Local authority grants	-	15,385	15,385	23,704
	<u>-</u>	<u>15,385</u>	<u>15,385</u>	<u>23,704</u>
Other funds				
Other incoming resources	5,652	66,420	72,072	114,432
	<u>5,652</u>	<u>66,420</u>	<u>72,072</u>	<u>114,432</u>
Total funding	<u>5,652</u>	<u>1,702,251</u>	<u>1,707,903</u>	<u>1,776,657</u>

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

4 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
Hire of facilities	6,495	-	6,495	6,759
Catering income	165,247	-	165,247	256,594
Consultancy	58,438	-	58,438	113,221
Educational visits	16,304	-	16,304	16,436
Breakfast Club	22,878	-	22,878	9,506
Other income	25,095	-	25,095	33,165
	<u>294,457</u>	<u>-</u>	<u>294,457</u>	<u>435,681</u>

5 Investment income

	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
Short term deposits	766	-	766	1,196
	<u>766</u>	<u>-</u>	<u>766</u>	<u>1,196</u>

6 Expenditure

	Staff costs £	Premises & equipment £	Other costs £	Total 2016 £	Total 2015 £
Academy's educational operations					
- Direct costs	1,092,476	-	101,578	1,194,054	1,181,074
- Allocated support costs	253,379	134,403	246,529	634,311	675,458
	<u>1,345,855</u>	<u>134,403</u>	<u>348,107</u>	<u>1,828,365</u>	<u>1,856,532</u>
Other expenditure					
Raising funds	179,333	-	121,502	300,835	387,459
	<u>179,333</u>	<u>-</u>	<u>121,502</u>	<u>300,835</u>	<u>387,459</u>
Total expenditure	<u>1,525,188</u>	<u>134,403</u>	<u>469,609</u>	<u>2,129,200</u>	<u>2,243,991</u>

Net income/(expenditure) for the year includes:

	2016 £	2015 £
Fees payable to auditor for:		
- Audit	3,499	2,739
- Other services	1,738	1,750
Operating lease rentals	17,356	17,356
Depreciation of tangible fixed assets	102,133	85,816
	<u>124,726</u>	<u>107,651</u>

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

7 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
Direct costs - educational operations	14,168	1,179,886	1,194,054	1,181,074
Support costs - educational operations	1,203	633,108	634,311	675,458
	<u>15,371</u>	<u>1,812,994</u>	<u>1,828,365</u>	<u>1,856,532</u>

	2016 £	2015 £
Analysis of support costs		
Support staff costs	253,379	306,803
Depreciation and amortisation	102,133	85,816
Technology costs	31,779	25,083
Premises costs	98,737	123,357
Other support costs	133,718	128,717
Governance costs	14,565	5,682
	<u>634,311</u>	<u>675,458</u>

8 Staff costs

	2016 £	2015 £
Wages and salaries	1,205,872	1,267,052
Social security costs	85,298	79,757
Operating costs of defined benefit pension schemes	198,865	190,600
Staff costs	<u>1,490,035</u>	<u>1,537,409</u>
Supply staff costs	18,014	42,021
Staff development and other staff costs	17,139	12,471
Total staff expenditure	<u>1,525,188</u>	<u>1,591,901</u>

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2016

8 Staff costs

(Continued)

Staff numbers

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

	2016 Number	2015 Number
Teachers	15	14
Administration and support	47	50
Management	6	7
	<u>68</u>	<u>71</u>

Expressed as full time equivalents the number of employees was as follows:

Teachers	14	14
Administration and support	22	24
Management	6	7
	<u>42</u>	<u>45</u>

Higher paid staff

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

	2016 Number	2015 Number
£60,000 - £70,000	1	-
£90,000 - £100,000	1	1
	<u>2</u>	<u>1</u>

Key management personnel

The key management personnel of the Academy Trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Academy Trust was £400,544. (2015: £417,122)

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

9 Trustees' remuneration and expenses

The 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 trustees. Other trustees did not receive any payments, other than expenses, from the academy trust in respect of their role as trustees. During the year, travel and subsistence payments totalling £536 (2015: £1,167) were reimbursed to 2 trustees (2015: 6 trustees)

The value of trustees' remuneration including pension costs was as follows:

A Bennett (Principal)	Remuneration	£95,000 - £100,000 (2015: £95,000 - £100,000)
	Pension costs	£15,000 - £20,000 (2015: £10,000 - £15,000)
A Rawson (Staff Governor)	Remuneration	£40,000 - £45,000 (2015: £40,000 - £45,000)
	Pension costs	£5,000 - £10,000 (2015: £5,000 - £10,000)
R Shaw (Staff Governor)	Remuneration	£Nil* (2015: £30,000 - £35,000)
	Pension costs	£Nil * (2015: £Nil - £5,000)
A Scott (Staff Governor)	Remuneration	£Nil* (2015: £5,000 - £10,000)
	Pension costs	£Nil* (2015: £Nil - £5,000)
A Harris (Staff Governor)	Remuneration	£Nil* (2015: £30,000 - £35,000)
	Pension costs	£Nil* (2015: £Nil - £5,000)
P Dixon (Staff Governor)	Remuneration	£60,000 - £65,000* (2015: £15,000 - £20,000*)
	Pension costs	£10,000 - £15,000 (2015: £Nil - £5,000*)

* Salary does not represent a full year due to governor starting/leaving part way through the period

Other related party transactions involving the trustees are set out within the related parties note.

10 Trustees and officers insurance

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

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

11 Tangible fixed assets

	Land and buildings	Computer equipment	Fixtures, fittings & equipment	Total
	£	£	£	£
Cost				
At 1 September 2015	4,123,935	67,707	79,487	4,271,129
Additions	104,092	12,566	115,744	232,402
Disposals	-	(5,005)	-	(5,005)
	<u>4,228,027</u>	<u>75,268</u>	<u>195,231</u>	<u>4,498,526</u>
Depreciation				
At 1 September 2015	258,102	60,883	41,362	360,347
On disposals	-	(5,005)	-	(5,005)
Charge for the year	63,764	9,085	29,285	102,134
	<u>321,866</u>	<u>64,963</u>	<u>70,647</u>	<u>457,476</u>
Net book value				
At 31 August 2016	<u>3,906,161</u>	<u>10,305</u>	<u>124,584</u>	<u>4,041,050</u>
At 31 August 2015	<u>3,865,833</u>	<u>6,824</u>	<u>38,125</u>	<u>3,910,782</u>

12 Stocks

	2016 £	2015 £
Catering stock	1,645	1,832
	<u>1,645</u>	<u>1,832</u>

13 Debtors

	2016 £	2015 £
Trade debtors	43,616	35,323
VAT recoverable	1,675	37,775
Prepayments and accrued income	20,565	14,774
	<u>65,856</u>	<u>87,872</u>

14 Creditors: amounts falling due within one year

	2016 £	2015 £
Trade creditors	145,748	38,703
Accruals and deferred income	67,465	69,828
	<u>213,213</u>	<u>108,531</u>

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2016

15 Deferred income	2016	2015
	£	£
Deferred income is included within:		
Creditors due within one year	42,057	52,778
	<u> </u>	<u> </u>
Deferred income at 1 September 2015	52,778	42,329
Released from previous years	(52,778)	(42,329)
Amounts deferred in the year	42,057	52,778
	<u> </u>	<u> </u>
Deferred income at 31 August 2016	42,057	52,778
	<u> </u>	<u> </u>

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

16 Funds

	Balance at 1 September 2015 £	Incoming resources £	Resources expended £	Gains, losses & transfers £	Balance at 31 August 2016 £
Restricted general funds					
General Annual Grant	23,019	1,456,863	(1,393,621)	(21,301)	64,960
Other DfE / EFA grants	27,633	163,583	(185,263)	330	6,283
Other government grants	-	15,385	(15,385)	-	-
Other restricted funds	-	77,964	(74,182)	(3,782)	-
	<u>50,652</u>	<u>1,713,795</u>	<u>(1,668,451)</u>	<u>(24,753)</u>	<u>71,243</u>
Funds excluding pensions	50,652	1,713,795	(1,668,451)	(24,753)	71,243
Pension reserve	(351,000)	-	(49,000)	(585,000)	(985,000)
	<u>(300,348)</u>	<u>1,713,795</u>	<u>(1,717,451)</u>	<u>(609,753)</u>	<u>(913,757)</u>
Restricted fixed asset funds					
DfE / EFA capital grants	859,628	319,095	(35,630)	(330)	1,142,763
Inherited funds	3,021,471	-	(51,156)	-	2,970,315
Capital expenditure from GAG	44,857	-	(15,347)	30,318	59,828
Private sector capital sponsorship	47,902	-	-	-	47,902
	<u>3,973,858</u>	<u>319,095</u>	<u>(102,133)</u>	<u>29,988</u>	<u>4,220,808</u>
Total restricted funds	<u>3,673,510</u>	<u>2,032,890</u>	<u>(1,819,584)</u>	<u>(579,765)</u>	<u>3,307,051</u>
Unrestricted funds					
General funds	<u>193,868</u>	<u>306,791</u>	<u>(309,616)</u>	<u>(5,235)</u>	<u>185,808</u>
Total funds	<u>3,867,378</u>	<u>2,339,681</u>	<u>(2,129,200)</u>	<u>(585,000)</u>	<u>3,492,859</u>

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

General Annual Grant (GAG) must be used for the normal running costs of the academy. Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2016.

Restricted fixed assets were funded by government grants and transfer from predecessor school.

Other DfE / EFA grants relate to the Sponsor Capacity Grant, which has been carried forward as an appropriate school to sponsor has not yet been identified; the grant will be fully expended when the Academy becomes a Multi Academy Trust.

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

17 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total 2016 £
Fund balances at 31 August 2016 are represented by:				
Tangible fixed assets	-	-	4,041,050	4,041,050
Current assets	185,808	150,625	313,589	650,022
Creditors falling due within one year	-	(79,382)	(133,831)	(213,213)
Defined benefit pension liability	-	(985,000)	-	(985,000)
	<u>185,808</u>	<u>(913,757)</u>	<u>4,220,808</u>	<u>3,492,859</u>

18 Pensions and similar obligations

The Academy Trust'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 West Yorkshire Pension Fund. Both are multi-employer defined benefit schemes.

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

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

Teachers' Pension Scheme

Introduction

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

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 GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

18 Pensions and similar obligations

(Continued)

The key elements of the valuation and subsequent consultation are:

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

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

The pension costs paid to the TPS in the period amounted to £117,478 (2015: £98,996).

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

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

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 14.4% for employers and 5.5 to 6.5% for employees. The estimated value of employer contributions for the forthcoming year is £63,000.

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.

Total contributions made	2016 £	2015 £
Employer's contributions	61,000	64,000
Employees' contributions	31,000	32,000
Total contributions	<u>92,000</u>	<u>96,000</u>

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

18 Pensions and similar obligations	(Continued)	
Principal actuarial assumptions	2016	2015
	%	%
Rate of increases in salaries	3.4	3.6
Rate of increase for pensions in payment	1.9	2.1
Discount rate	2.0	3.8
Inflation assumption (CPI)	1.9	2.1
Revaluation of pension accounts	1.9	2.1
	<u> </u>	<u> </u>
<p>The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:</p>		
	2016	2015
	Years	Years
Retiring today		
- Males	22.7	22.6
- Females	25.6	25.5
Retiring in 20 years		
- Males	24.9	24.8
- Females	28.0	27.8
	<u> </u>	<u> </u>
The Academy Trust's share of the assets in the scheme	2016	2015
	Fair value	Fair value
	£	£
Equities	903,453	718,773
Bonds	185,262	142,050
Property	57,744	42,615
Other assets	56,541	43,562
	<u> </u>	<u> </u>
Total market value of assets	1,203,000	947,000
	<u> </u>	<u> </u>
Actual return on scheme assets - gain/(loss)	186,000	(11,000)
	<u> </u>	<u> </u>
Amounts recognised in the statement of financial activities	2016	2015
	£	£
Current service cost (net of employee contributions)	97,000	105,000
Net interest cost	13,000	(12,000)
	<u> </u>	<u> </u>

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

18	Pensions and similar obligations	(Continued)	
	Changes in the present value of defined benefit obligations	2016	
		£	
	Obligations at 1 September 2015	1,298,000	
	Current service cost	97,000	
	Interest cost	50,000	
	Employee contributions	31,000	
	Actuarial loss	734,000	
	Benefits paid	(22,000)	
	At 31 August 2016	2,188,000	
	Changes in the fair value of the Academy Trust's share of scheme assets	2016	
		£	
	Assets at 1 September 2015	947,000	
	Interest income	37,000	
	Return on plan assets (excluding amounts included in net interest):		
	Actuarial gain	149,000	
	Employer contributions	61,000	
	Employee contributions	31,000	
	Benefits paid	(22,000)	
	At 31 August 2016	1,203,000	
19	Reconciliation of net income to net cash flows from operating activities	2016	2015
		£	£
	Net income for the reporting period	210,481	300,204
	Adjusted for:		
	Capital grants from DfE/EFA and other capital income	(319,095)	(326,218)
	Investment income	(766)	(1,196)
	Defined benefit pension costs less contributions payable	36,000	41,000
	Defined benefit pension net finance cost/(income)	13,000	(12,000)
	Depreciation of tangible fixed assets	102,133	85,816
	(Increase)/decrease in stocks	187	(1,446)
	(Increase)/decrease in debtors	22,016	69,031
	Increase/(decrease) in creditors	104,682	(230,254)
	Net cash provided by operating activities	168,638	(75,063)

THE GREETLAND ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2016

20 Commitments under operating leases

At 31 August 2016 the total future minimum lease payments under non-cancellable operating leases were as follows:

	2016 £	2015 £
Amounts due within one year	13,624	17,356
Amounts due in two and five years	824	14,448
	<u>14,448</u>	<u>31,804</u>

21 Capital commitments

	2016 £	2015 £
Expenditure contracted for but not provided in the accounts	80,254	-
	<u>80,254</u>	<u>-</u>

22 Related party transactions

Owing to the nature of the Academy Trust's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which trustees have 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.

The following related party transactions took place in the period of account:

A Griffiths owns and is a director of The Education Guidance Service Ltd. £1,260 (2015 - £900) was paid to the company in the year in respect of services received for pupil assessments and reports.

S Brierley has a related party connection with H & J Hitchen. £2,353 (2015 - £1,509) was paid to the company in the year in respect of services received for electrical works and repairs.

A Giles owns and is a director of Alan Giles Consulting Ltd. £2,775 (2015 - £Nil) was paid to the company in the year in respect of services for educational and school improvement consultancy since A Giles became a governor.

23 Members' liability

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