

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2015

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

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WHITBURN CHURCH OF ENGLAND ACADEMY
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS MEMBERS, GOVERNORS AND
ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2015**

Members

Durham Diocesan Board of Finance
The Bishop of Durham
The Incumbent of the Parish of Whitburn

Governors

J Mulley, Chair¹
M Small, Vice Chair¹
H M Al Ajdiri (appointed 14 October 2014)¹
C Alder
S A Beech¹
N Clougher¹
M Conlon (resigned 15 December 2014)¹
I D Fawdon¹
M J Hamilton (appointed 15 December 2014)¹
A Hardie, Principal & Accounting Officer¹
Revd K Hunt (resigned 25 March 2015)
C J Mason (appointed 12 January 2015)¹
B Morris (appointed 17 November 2014)¹
T Mulford¹
K R Smith
G J Stubbs (resigned 12 October 2014)¹

¹ Members of Estates and Finance Committee

Company registered number

07465520

Principal and registered office

Rackly Way
Whitburn
Sunderland
Tyne and Wear
SR6 7EF

Company secretary

P Cain

Senior leadership team

A Hardie, Principal
D Smith, Deputy Headteacher
D Taylor, Deputy Headteacher
T Gibson, Deputy Headteacher
J Crowe, Assistant Headteacher
C Shaw, Assistant Headteacher
C Asoni, Executive Business Manager
D Lynn, Business Manager

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

Independent auditors

Clive Owen LLP
Chartered Accountants
Statutory Auditors
140 Coniscliffe Road
Darlington
Co Durham
DL3 7RT

Bankers

NatWest plc
52 Fawcett Street
Sunderland
Tyne and Wear
SR1 1SB

Solicitors

Gateshead Council's Legal and Corporate Services
Regent Street
Gateshead
Tyne and Wear
NE8 1HH

WHITBURN CHURCH OF ENGLAND ACADEMY
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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2015

The Governors present their annual report together with the financial statements and auditors' reports of the charitable company for the period 1 September 2014 to 31 August 2015. The annual report serves the purposes of both the Governors' report, and a directors' report under company law.

The trust operates an academy for pupils aged 11-16 serving Whitburn and the surrounding areas and had a roll of 977 in the school census on Summer 2015.

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 Governors of Whitburn C of E Academy are also the directors of the charitable company for the purposes of company law. The charitable company is known as Whitburn C of E Academy. The academy was incorporated on 9 December 2010, and commenced trading on 1 January 2011.

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

Members' liability

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

Governors' indemnities

The academy has purchased insurance to protect Governors from claims arising against negligent acts, errors or omissions occurring whilst on academy business. Further details are provided in note 12.

Method of recruitment and appointment or election of Governors

The majority of Governors are either appointed by the Members or elected through a process determined by the Members. The Governing Body makes all necessary arrangements for the election or, if required, appointment of Parent Governors. The Local Authority may appoint the LA Governor. The Principal is an ex officio Governor.

The Governors with the consent of the Diocesan Board of Education may appoint up to 2 Co-opted Governors for such a term not exceeding four years.

The term of office for any Governor (other than Co-opted) is four years, although this time limit does not apply to the Principal or the Incumbent. Any Governor may be re-appointed or re-elected for a further term provided that he/she continues to meet the eligibility criteria.

Policies and procedures adopted for the induction and training of Governors

Governing Body Membership Update is an item on the agenda for all Termly and other Governing Body meetings. At these meetings the Clerk will provide a report detailing any vacant posts on the Board and any forthcoming terms of office of governors that were coming to an end.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Policies and procedures adopted for the induction and training of Governors (continued)

Elections are held to recruit Parent and Staff Governors on the Board and these elections can be conducted by the Governor Support Section or by the school.

Other Governor appointments (eg academy, Diocese Board, Parent, Parochial Church Council and Deanery are appointed by the appropriate appointing body (eg Diocese and Bishop).

The training and induction provided for new Governors depends on their existing experience. Where necessary induction and training is provided on charity, educational, legal and financial matters. All new Governors are given a tour of the academy and the chance to meet with staff and pupils. All Governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Governors. As there are normally only one or two new Governors a year, induction tends to be done informally and is tailored specifically to the individual.

Organisational structure

During the year the academy continued to operate a unified management structure. The structure consists of four levels: the Governors, the Senior Leadership Team, the Middle Management Team, and the Operations Management Team. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

Governors - review the working of all sub committees. Meetings are convened by the Clerk to the Governors/Committee in consultation with the Chair of the committee and the Principal. An agenda is prepared by the Clerk to the Governors/Committee and distributed together with any supporting papers in accordance with current regulations. Minutes of all committee meetings are kept, including the names of those present. Minutes are taken by the Clerk to the Governors and are presented to the next appropriate meeting of the Governing Body. The Chair and Vice-Chair are elected at the first meeting of the committee following the annual review of committees.

Estates and Finance Committee - draw up and approve each year the Academy budget. They have responsibility for all matters relevant to the financial management of the Academy, including the monitoring and review of the progress of the Academy budget.

Senior Leadership Team - consists of the Principal, 3 Deputy Headteachers, 2 Assistant Headteachers, 2 Principal Teachers, Executive Business Manager and Business Manager who control the Academy finances at an executive level implementing the policies laid down by the Governors and reporting back to them. This group is responsible for the authorisation of spending within agreed budgets and the appointment of staff for posts in the Senior Leadership Team, though appointment boards at this level will always contain Governors. Some spending control is devolved to members of the Senior Leadership Team, with limits above which the Principal or Deputy Headteacher, or an appropriate member of the Senior Leadership Team must countersign for.

Middle Management - consists of Heads of Faculty/Subject who have responsibility for holding departmental budgets and Heads of Learning who have a pastoral and academic overview of their respective year groups.

Operations Management Team - includes the Senior Leadership Team, Data Manager, Office Manager, Network Manager and Senior Site Supervisor. Meetings are weekly to discuss all operational matters and review the performance of all events.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Risk management

The Governors have assessed the major risks to which the academy is exposed, in particular those relating specifically to teaching, provision of facilities and other operational areas of the academy, and its finances. The Governors have implemented a number of systems to assess risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school visits) and in relation to the control of finance. Where significant financial risk still remains they have ensured they have adequate insurance cover. The academy has an effective system of internal financial controls and this is explained in more detail in the Governance Statement, and furthermore a Risk Assessment Policy has been formulated by the Senior Leadership Team and approved by Governors.

The academy has fully implemented the requirements of the Safer Recruitment procedures and all staff have received training in this area in addition to training on Child Protection.

Connected organisations, including related party relationships

The academy works closely with feeder primary schools in the area to ensure pupils benefit from a smooth transition into secondary education. The academy has recently been awarded teaching school status by NCTL.

OBJECTIVES AND ACTIVITIES

Objects and aims

The principal activity is the operation of Whitburn C of E Academy to provide free education for young people of all abilities, based on an inclusive, balanced and broad curriculum.

The principal object and activity of the charitable company is the operation of the academy to provide education for students of different abilities between the ages of 11 and 16.

The Governing Body and Staff of the academy are committed to providing an outstanding education, which will support children's particular needs and encourage development of their academic, social and intellectual understanding.

We strive to make our motto "Excellence for All" a reality in order that the young people of this academy are given the best possible opportunity to succeed in life.

We pride ourselves in nurturing confident, responsible, kind young people who are well equipped to take on the challenges of further education and employment and to achieve a fulfilling life.

The academy has a unique ethos, which encapsulates that which we seek to provide for our pupils. This is ingrained in our Ethos Statement and Whitburn Principles.

In accordance with the articles of association the Charitable Company has adopted a "Scheme of Government" approved by the Secretary of State for Education. The Scheme of Government specifies, amongst other things, the basis for admitting students to the academy, the catchment area from which the students are drawn, and that the curriculum should comply with the substance of the national curriculum with an emphasis on maths and computing and their practical applications.

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

OBJECTIVES AND ACTIVITIES (continued)

Objects and aims (continued)

The main objectives of the academy during the year ended 31 August 2015 are summarised below:-

1. To ensure high quality teaching leads to learning which maximises pupil progress and achievement.
2. To ensure Gaps in achievement and progress between disadvantaged and other pupils continue to close so that "Excellence for all" is achieved.
3. To ensure that our SEND provision meets the challenges of the new code of practice
4. To continue to develop and improve the quality of leadership at all levels to ensure that our provision remains outstanding.
5. To create the outstanding Sixth Form provision that our pupils deserve.

Objectives, strategies and activities

Objective 1 - Ensure that high quality teaching leads to learning which maximises pupil progress and achievement

Strategy -

- o Continue to place key focus on pupil progress
- o Provide regular and effective formative feedback to pupils
- o Bespoke CPD that focuses on outstanding teaching and learning is further developed in line with key whole school focus areas
- o Ensure that each department is fully prepared for curriculum change at KS3, GCSE and A level (as appropriate)

Outcome -

- o Average levels of progress from KS2 for Year 11 pupils is above 3 in all subjects
- o All CAU elements are completed to at least the minimum expected grade where possible.
- o Go4Schools and SISRA tracking data shows pupils are on track with regard to progress towards their individual minimum expected targets.
- o School Review mechanisms show evidence of inclusive high quality teaching and learning.
- o Subject Review Action Points relevant to Year 11 are acted upon.
- o Feedback from pupils shows that they receive feedback regularly on their work and value it.
- o Pupils respond to feedback received and this is evidenced in books.
- o Pupils know their current performance and understand what they can and need to do in order to make further progress.
- o Teachers give written and verbal formative and summative feedback to each pupil on how to improve, as per the QS for marking and feedback.
- o School Review evidence shows teaching is in line with career-stage expectations.
- o Appraisal training plan records show link between areas for improvement and bespoke CPD needs.
- o Individual colleagues take greater responsibility for their own professional development, supported by their appraiser.
- o Lesson observations show demonstrable progress towards T&L developmental areas.
- o Increase in pupils making 3+ levels of progress.
- o Effective use of development time with colleagues throughout the year to ensure own CPD needs met.
- o Mapping of changes applicable to subject with appropriate timeline.
- o CPD plan in place.
- o Departmental CPD time devoted to preparing for curriculum and specification changes e.g. removal of CAUs.
- o Ensure that there is a strong focus on the development of literacy and numeracy within schemes of work.

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

OBJECTIVES AND ACTIVITIES (continued)

Objectives, strategies and activities (continued)

Objective 2 - To ensure Gaps in achievement and progress between disadvantaged and other pupils continue to close so that "Excellence for all" is achieved.

Strategy -

- o Continued participation on the Achievement for All (AFA) programme to accelerate the progress of vulnerable pupils (Pupil Premium research group).
- o Every pupil is able to read at a standard that reflects at least their chronological age.
- o All pupils able to access texts independently.
- o Regular monitoring of data allows for early identification of any gaps and leads to appropriate intervention for PP pupils, etc

Outcome -

- o Improved attendance for research group cohort.
- o Levels of progress accelerate following AFA programme.
- o Achieve the agreed actions from the audit.
- o Gaps in GCSE attainment and KS2 to KS4 progress are narrowed relative to the results for summer 2014.
- o There is a significant improvement in reading age from baseline for below KS2 level 4 pupils, closing the gap between average reading age for these pupils and the cohort average.
- o All pupils able to access GCSE course materials independently.
- o HoS and HoL are aware of any gaps and put appropriate intervention in place to close the gaps.
- o The impact of the intervention is closely monitored.
- o Actions in place lead to closing of the gaps.

Objective 3 - To ensure that our SEND provision meets the challenges of the new code of practice

Strategy -

- o Implement the new 0-25 SEND Code of Practice
- o Create a SEN / Intervention Provision Map to identify strengths and areas for development.
- o Pupils ability to access high quality support
- o Pupils with SEN and D access high quality inclusive teaching

Outcome -

- o SEND policy is compliant with new legislation
- o SEN Information Report completed and published on the website, and is linked to the Local Offer by Sept 2014.
- o SA and SA+ pupils have their needs re-assessed and are moved on the SEN Support category as appropriate.
- o Statemented pupils are gradually moved to EHCPs.
- o Staff trained to ensure a high quality dialogue is held with parents / carers on a termly basis.
- o The SEN provision map is clear and understood by all parties
- o The provision map links implicitly to the SEN information report but also identifies gaps in the provision
- o LSA deployment and ISA deployment is carefully planned
- o LSAs and ISAs log support for pupils
- o LSAs and ISAs trained to effectively support a variety of SEN
- o Use of the Pupil Passport trialled with pupils with an EHCP
- o Staff CPD programme devised to address training needs re SEN
- o School Review outcomes demonstrate high quality teaching and learning

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

OBJECTIVES AND ACTIVITIES (continued)

Objectives, strategies and activities (continued)

Objective 4 - To continue to develop and improve the quality of leadership at all levels to ensure that our provision remains outstanding.

Strategy -

- o Ensure Governance has the capacity to be outstanding.
- o Use the new Teaching School Alliance to source and deliver a range of training events appropriate to middle and senior leaders.
- o Review the structure of SLT in light of Sixth Form, Teaching School and National Support School.

Outcome -

- o Governors achieve the Governor Quality Mark
- o Governors able to provide appropriate levels of challenge to the SMT
- o A range of appropriate training events is offered through the Teaching School Alliance
- o Staff complete training and share learning through HoL/SENCO, Subject & Faculty Board meetings
- o Staff lead on agreed whole school developments
- o Head of Sixth Form takes key role in Sixth Form preparation.
- o Appropriate support for other schools is provided without detriment to Whitburn.

Objective 5 - To create the outstanding Sixth Form provision that our pupils deserve.

Strategy -

- o To work with the appointed specialised support team (AA Projects) and Building contractors to ensure the building and fitting out is completed in a timely manner
- o Ensure our staff are fully prepared for the demands of post-16 teaching and pastoral support
- o Develop an appropriate curriculum and timetable
- o Create appropriate pastoral support structures
- o Create appropriate careers and higher education application support structures
- o Develop appropriate marketing and recruitment strategies to recruit our target cohort
- o Manage our budget to ensure that payments can be met and paid within agreed timescales

Outcome –

- o Sixth form centre ready to open and appropriately staffed and resourced by end of August 2015

The activities undertaken to achieve these objectives are all intended to provide the highest quality of education in the public sector for students between the ages of 11 and 19.

Public benefit

The academy's aims and achievements are set out within this report and have been undertaken to further its charitable purposes for the public benefit. The Governors have complied with the duty under Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission for England and Wales and the Governors have considered this guidance in deciding what activities the academy should undertake.

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

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

Review of activities

Whitburn C of E Academy continues to be oversubscribed with 384 applications received for 195 places in the Year 7 which started in September 2015. There were a total of 977 students in the year ended 31 August 2015.

2015 provisional figures 5+ A* to C grades at GCSE, including English and Maths

Whitburn Church of England Academy	75.3%
South Tyneside Average (2015)	58.4%
National Average (2014)	55%

Headlines

- o Key national school performance measures:
- o 5+ A*- C GCSEs including English and Maths = **75.3%**
- o 3+ levels of progress KS2 to 4 English = **81%** (National 2014 = 71%)
- o 3+ levels of progress KS2 to 4 Maths = **83%** (National 2014 = 65%)
- o Value Added = **1035** (National Average is 1000)
- o Progress 8 = **0.44** (National expected = 0)
- o 5+ A*- C GCSEs = **85%** (National 2014 = 67%)
- o **96%** of pupils gained at least 1 C grade and **61%** gained at least 1A* or A grade
- o **33%** of all grades achieved were A* or A (National 2014 =21%)

Pupil Premium Pupils

- o 5+ A*- C GCSEs including English and Maths = **54%** (National 2014 =36%)
- o 3+ levels of progress in English = **68%** (National 2014 =58%)
- o 3+ levels of progress in Maths = **68%** (National 2014 =48%)
- o Value Added = **1021** (National 2014 =977.5)
- o Progress 8 = **0.2** (National expected =0)

Pupil Attendance Data

Period: 1 September 2014 to 17 July 2015

Scope: Whole School

KPI	2012-13	2013-14	2014-15
Attendances	94.31%	95.26%	95.08%
Authorised absences	5.15%	4.45%	4.61%
Unauthorised absences	.54%	.29%	.31%

Staffing/Finance Data

KPI	2012-13	2013-14	2014-15
Salary costs to EFA Revenue Income (%)	87.64	88.61	91.29
Salary costs to TotalIncome (%)	80.13	80.52	80.27
Salary costs to Total Expenses (%)	78	80.3	78.89
FTE Teaching Staff	63	64.6	66.5
FTE Support Staff	41	40.8	43.5
Total Pupil Numbers	969	976	977
5+ A* - C grades at GCSE, including English and Maths (%)	77	84	74.2

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

Going concern

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

FINANCIAL REVIEW

Financial report

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

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

In addition the academy has received payment from the Capital Maintenance Funding towards a new 6th form block.

Other income is derived from catering and payments made by parents for music tuition, trips and uniforms etc.

During the year ended 31 August 2015, total expenditure of £6,230,000 was in excess of recurrent grant funding from the DfE/EFA together with other incoming resources. The excess of expenditure over income for the year (before transfers and actuarial gains, and excluding restricted fixed asset funds) was £207,000.

All of the expenditure shown in the Statement of Financial Activities is in furtherance of the academy's objectives.

At 31 August 2015 the net book value of fixed assets was £19,140,000 and movements in tangible fixed assets are shown in note 13 to the Financial Statements. The assets were used exclusively for providing education and the associated support services to the students of the academy.

The provisions of Financial Reporting Standard No. 17 'Retirement Benefits' (FRS 17) have been applied in full, resulting in a deficit of £720,000 recognised on the balance sheet.

The academy held fund balances at 31 August 2015 of £18,770,000 comprising £18,477,000 of restricted funds and £293,000 of unrestricted funds.

Reserves policy

The academy holds restricted and unrestricted funds (the attached financial statements detail these funds). Unrestricted funds are held to provide funds which can be designated to specific areas such as to cover ongoing costs in relation to the running of the academy, including catering provisions, school trips, and uniform costs.

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

FINANCIAL REVIEW (continued)

Reserves policy (continued)

The level of reserves is reviewed by the Governors regularly throughout the year. The minimum level of reserves for the ongoing needs of the academy is reviewed by the Governors on an annual basis. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Governors therefore consider it prudent to hold unrestricted reserves in the general fund in the form of free reserves (total funds less the amount held in fixed assets and restricted funds) of £500,000.

This is considered sufficient to cover:

- a) future cash flow requirements and capital procurements.
- b) protection so that it has the ability to adjust quickly to financial circumstances, such as large unbudgeted expenditure, cyclical maintenance and working capital.

The academy's current level of free reserves are in surplus by £293,000 and therefore are considered to be below the level of reserves required for the ongoing needs of the academy. This is due to the exceptional expenditure required this year to ensure that our 6th form building was finished and kitted out in time for the additional pupils arriving September.

Steps have been taken to redress the balance and Governors are confident that the reserves will return to their usual level in a very short period of time.

Investment policy

The academy maintains funds in a current account with a sweeping arrangement giving a daily balance of £10,000 to provide for day to day operation; the remainder of funds are held in an interest bearing account.

Principal risks and uncertainties

The principal risks and uncertainties are centred on changes in the level of funding from the DfE/EFA. In addition the academy is a member of the Local Government Pension Scheme (LGPS), which results in the recognition of a significant deficit on the academy balance sheet.

The Governors have assessed the major risks to which the academy is exposed, in particular those relating specifically to teaching, provision of facilities and other operational areas of the academy, and its finances. The Governors have implemented a number of systems to assess risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school visits) and in relation to the control of finance. Where significant financial risk still remains they have ensured they have adequate insurance cover. The academy has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

The academy has fully implemented the requirements of the Safer Recruitment procedures and all staff have received training in this area in addition to training on Child Protection and keeping children safe in education.

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

PLANS FOR FUTURE PERIODS

Future developments

Post 16 Provision

For many years it was our aspiration to provide a Sixth Form to meet the overwhelming demand from our pupils to continue their education at Whitburn post-16. Funding for the necessary additional accommodation was secured in March 2014 and construction started in October 2014. The new building was completed in August 2015, with first Sixth Form students starting in September 2015. Planning for the Sixth form was carefully developed over the last four years and recent staff appointments have focused on the recruitment of staff with A level experience. Further recruitment of specialist staff took place during the 2014-15 and teaching staff training was focused on post-16 teaching and learning, so that the A level results will match the outstanding quality of the GCSE results.

Teaching School and National Support School

In May 2014, Whitburn Church of England was given another national accolade when it was designated as a Teaching School. Modelled on the idea of Teaching Hospitals, Teaching Schools give outstanding schools a leading role in the training and professional development of teachers, support staff and headteachers, as well as contributing to the raising of standards through school-to-school support. Along with Benedict Biscop C of E Academy in Sunderland, Whitburn leads an alliance of schools and university partners working together across Durham Diocese as the Prince Bishops Teaching School Alliance. We were also designated as a National Support School and the Principal was awarded National Leader of Education Status.

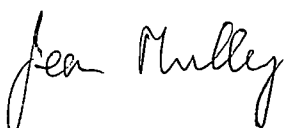
We are currently holding funds of £50,000 as part of our teaching school status, as the grant funding for 2014-15. A further grant of £40,000 will be awarded for 2015-16.

Disclosure of information to auditor

Insofar as the Governors are aware:

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

This report, incorporating the Strategic report, was approved by order of the Board of Governors, as the company directors, on 8 December 2015 and signed on the board's behalf by:



J Mulley
Chair of Governors

WHITBURN CHURCH OF ENGLAND ACADEMY
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GOVERNANCE STATEMENT

Scope of Responsibility

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

The Board of Governors has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Whitburn Church of England Academy and the Secretary of State for Education. They are also responsible for reporting to the Board of Governors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Governors' report and in the Governors' responsibilities statement. The Board of Governors has formally met 7 times during the year. Attendance during the year at meetings of the Board of Governors was as follows:

Governor	Meetings attended	Out of a possible
J Mulley	7	7
M Small	7	7
H M Al Ajdiri	3	6
C Alder	6	7
S A Beech	4	7
N Clougher	6	7
M Conlon	0	5
I D Fawdon	7	7
M J Hamilton	1	2
A Hardie	6	7
Revd K Hunt	4	6
C J Mason	1	2
B Morris	3	4
T Mulford	6	7
K R Smith	5	7
G J Stubbs	0	1

Governance reviews:

At the Autumn Governing Board meeting in September 2015, the Company Secretary presented a Governors Attendance Report that updated the Board in respect of governor attendances at meetings of the Governing Body, its committees and for individual governors during 2014/15. Attendances below the target of 75% were highlighted and noted.

In the academic year 2014/15 the following Governor changes were made:

Resignations

- Mr G Stubbs – Academy (Parent) - on 12 October 2014
- Mr M Conlon – LEA - on 14 December 2014
- Cannon K Hunt – Academy (Diocese) - on 25 March 2015

Term of office ended

- Mr I Fawdon – Parent – on 17 February 2015

Appointments

- Mr M Hamilton appointed on the Board as an LEA Governor on 15 December 2014. (Appointment through the appropriate appointing body)
- Ms C Mason appointed on the Board as an Academy (Parent) on 18 February 2015. (Appointment through the appropriate appointing body)

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

GOVERNANCE STATEMENT (continued)

Governance reviews (continued)

Appointments (continued)

- Mrs H Al Ajdiri appointed on the Board as an Academy PCC on 14 October 2014. (Appointment through the appropriate appointing body)
- Mr I Fawdon appointed on the Board as an Academy (Parent) on 18 February 2015 (Appointment through the appropriate appointing body)
- Mr B Morris appointed on the Board as a Parent Governor on 17 November 2014. (Appointment through elections)

Re-appointments

- Mrs J Mulley reappointed on the Board as Academy (Deanery) Governor on 9 December 2014 (Appointment through the appropriate appointing body)
- Miss C Alder reappointed on the Board as Academy PCC Governor on 10 January 2015 (Appointment through the appropriate appointing body)
- Mrs M Small reappointed on the Board as Academy PCC Governor on 10 January 2015 (Appointment through the appropriate appointing body)
- Mr N Clougher reappointed on the Board as a Staff – All Governor on 10 January 2015 (Appointment through elections)
- Mr T Mulford reappointed on the Board as a Staff – All Governor on 10 January 2015 (Appointment through elections)

In the Autumn term 2014, Governors completed a Governing Body Skills Audit and Training Needs Analysis.

At the Spring termly meeting 2015, the Governing Board were informed that they had achieved the Governor Mark Quality Award.

The draft Academy Development Plan 2014/15 was presented and accepted at the Governing Board meeting held in November 2014.

At the Spring termly meeting held in March 2015, the Academy Development Plan Review was presented which identified actions from the Strategic Aims that had been achieved and actions that were on track to be met.

During the academic year, the School Review Outcomes were presented at each Policy and Standards Committee meeting which governors noted. The Academy Self-Evaluation Summary for 2014/15 was presented at the Policy and Standards Committee in the Autumn term 2014.

The Estates and Finance Committee is a sub committee of the main Board of Governors. Its purpose is to agree and monitor the management of the academy budget and the overall financial performance of the organisation and matter relating to the academy's premises.

Attendance at meetings in the year was as follows:

Governor	Meetings attended	Out of a possible
H M Al Ajdiri	1	3
S A Beech	3	3
N Clougher	3	3
M Conlon	0	1
I D Fawdon	3	3
M J Hamilton	1	2
A Hardie	1	3
C J Mason	1	2
B Morris	1	3
T Mulford	3	3
J Mulley	3	3
M Small	3	3
G J Stubbs	0	0

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

GOVERNANCE STATEMENT (continued)

Review of Value for Money

As Accounting Officer, the Principal has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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

Improving educational results:

The pass rate for 5 A*-C GCSE grades including English and Maths was 75%. This remains well above the national average of 55% in 2014 (most recent figure available) in English (81%) and Maths (83%) the percentage of pupils making at least 3 levels of progress continues to be well above the national figures (71% and 65% respectively in 2014). The 2015 GCSE results remain amongst the best of any state school in North East region.

To ensure that standards are continually raised, the academy:

- Operated programmes of lesson observations and work sampling to ensure high quality teaching is maintained consistently over time.
- Use a target setting system to motivate pupils and to benchmark progress.
- Tracked pupil progress (of whole cohorts and identified sub-groups) at regular intervals to intervene if progress slowed.
- Regular revision sessions were held after school throughout the year, with additional sessions held during holiday periods and weekends.
- Underachieving pupils were allocated a senior member of staff as a mentor. Additional intervention sessions in core subjects for Year 11 were put in place during morning registration in the run, contributing to a 6% improvement in the headline figure for 5A*-C with English and Maths from the mock exam results to the actual results.

Focus on individual pupils:

The impact of the Pupil Premium funding has been to support and enhance our existing intervention strategies for pupils who would otherwise have been disadvantaged and has allowed them to experience the full range of opportunities offered. Some examples are:

- Year 7 Catch Up sessions (including all those pupils arriving at school at below level 4 in Maths and or English – funded through Year 7 Literacy and Numeracy Catch-Up Premium).
- Small group and one to one support using additional specialist Mathematics and English teaching staff, during lessons
- Booster sessions in Mathematics and English before school and Master classes, during lessons
- Lunchtime Numeracy and Literacy sessions
- Subsidising school trips
- One to one with internal tutor
- Support with uniform purchase
- Purchasing lesson specific materials – eg Food Technology ingredients, Art materials, calculator, revision guides, texts
- Personalised provision (Offsite)/Vocational Learning
- Personalised provision (Onsite /Bridge Centre)
- Financial assistance for additional Music tuition or purchase of musical equipment
- Pupil premium pupils on Vocational Learning course taken on residential placement as part of accreditation
- Additional counselling (to address wellbeing and as a consequence help remove barriers to learning)
- Nurture group to support vulnerable pupils in the transition to secondary
- Provision of Kindles, laptops and Internet access.
- Enabling through the contribution of extra funds the provision of whole school resources to support learning including My Maths, GCSE Pod, Maths Watch and the Accelerated Reading programme.
- Additional Careers guidance to address PP aspiration, including a visit to Edinburgh University for a targeted group of pupils.

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

GOVERNANCE STATEMENT (continued)

Review of Value for Money (continued)

Whilst the Pupil Premium provides us with much needed additional funding, we always focus on the individual needs of pupils regardless of their background and devote appropriate resources to ensure that all pupils can achieve.

The academy received a Department for Education Pupil Premium Award in March 2015 in recognition of being "one of the most improved schools in the country in terms of the attainment and value-added progress of your disadvantaged pupils since 2011. It is clear that you and your staff have provided your disadvantaged pupils with a good start in life and prepared them well for their futures". David Laws MP, Minister of State for Schools.

Collaboration and support for other schools:

Using Teaching School, National Support School and National Leader of Education status, the academy has played a leading role in the development of schools within the region. The Principal plays a lead role in the Dioceses of Durham and Newcastle, being Chair of the Middle and Secondary School Improvement Partnership. The trust has engaged with other educational providers and experts to share delivery or good practice, and to drive up standards for the least cost. The academy has provided sustained direct support St Aidan's Church of England Academy, Darlington since 2013, playing a lead role in helping stabilise St Aidan's after the sudden departure of the Principal and Vice-Principal in December 2014.

Support for other schools has also generated income for Whitburn Church of England Academy through the secondment of staff as Specialist Leaders of Education and a successful bid for a £20,000 School to School Support Grant to provide targeted support for St Aidan's.

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 ongoing process designed to identify and prioritise the risks to the achievement of academy 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 Whitburn Church of England Academy for the year 1 September 2014 to 31 August 2015 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Governors has reviewed the key risks to which the academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Governors is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy's significant risks, that has been in place for the year 1 September 2014 to 31 August 2015 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Governors.

The Risk and Control Framework

The academy'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 Governors;
- regular reviews by the Estates and Finance 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.

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

GOVERNANCE STATEMENT (continued)

The Board of Governors has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Governors have appointed Clive Owen LLP, the external auditors, to perform additional checks.

The auditors' 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 petty cash/expenses procedures;
- Testing of income;
- Testing of the accounting systems and management information produced;
- Review of Governor appointments/resignations and declarations of interest;
- Review of gifts and hospitality & honorarium/ex-gratia payments;
- Review of information technology strategy;
- Review of fixed assets;
- Review of VAT and Corporation tax position

On a termly basis, the auditors report to the Board of Governors on the operation of the systems of control and on the discharge of the Board of Governors' financial responsibilities.

The external auditors have delivered their schedule of work as planned as no material control issues have arisen as a result of their work.

Review of Effectiveness

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

- the work of the external auditors;
- the work of the executive managers within the academy who have responsibility for the development and maintenance of the internal control framework.

The Governors are responsible for preparing the Governors' report (including the Strategic report) and the financial statements in accordance with the Annual Accounts Direction issued by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations. The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Estates and Finance Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Governors on 8 December 2015 and signed on its behalf, by:


J Mulley
Chair of Governors


A Hardie
Accounting Officer

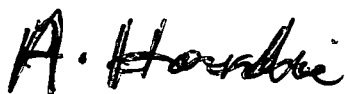
WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Whitburn Church of England Academy I have considered my responsibility to notify the academy Board of Governors 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 and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook (2014).

I confirm that I and the academy Board of Governors are able to identify any material, irregular or improper use of funds by the academy, or material non-compliance with the terms and conditions of funding under the academy's funding agreement and the Academies Financial Handbook (2014).

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 Governors and EFA.



A Hardie
Accounting Officer

8 December 2015

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

GOVERNORS' RESPONSIBILITIES STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015

The Governors (who are also the directors of the charitable company for the purpose of company law) are responsible for preparing the Governors' report (including the Strategic report) and the financial statements in accordance with the Annual Accounts Direction issued by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

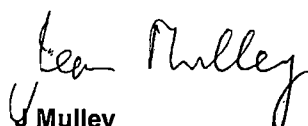
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material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

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

The Governors are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from DfE/EFA have been applied for the purposes intended.

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

Approved by order of the members of the Board of Governors on 8 December 2015 and signed on its behalf by:


Sean Mulley
Chair of Governors

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF WHITBURN CHURCH OF ENGLAND
ACADEMY**

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

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

Respective responsibilities of Governors and auditors

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

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

Scope of the audit of the financial statements

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

Opinion on financial statements

In our opinion the financial statements:

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

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Governors' report, incorporating the Strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements.

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF WHITBURN CHURCH OF ENGLAND
ACADEMY**

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.



Christopher Beaumont BA(Hons) FCA DChA (Senior statutory auditor)

for and on behalf of

Clive Owen LLP

Chartered Accountants
Statutory Auditors

140 Coniscliffe Road
Darlington
Co Durham
DL3 7RT
8 December 2015

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO WHITBURN
CHURCH OF ENGLAND ACADEMY AND THE EDUCATION FUNDING AGENCY**

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

This report is made solely to Whitburn Church of England Academy and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Whitburn Church of England 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 Whitburn Church of England Academy and EFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Whitburn Church of England Academy's accounting officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of Whitburn Church of England Academy's funding agreement with the Secretary of State for Education dated 20 December 2010, and the Academies Financial Handbook extant from 1 September 2014, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO WHITBURN
CHURCH OF ENGLAND ACADEMY AND THE EDUCATION FUNDING AGENCY (continued)**

Approach (continued)

The work undertaken to draw to our conclusion includes:

- Review of governing body and committee minutes;
- Review of termly Internal Assurance reports;
- Completion of self assessment questionnaire by Accounting Officer;
- Discussions with the Accounting Officer and finance team;
- Review documentation provided to Governors and Accounting Officer setting out responsibilities;
- Obtain formal letters of representation detailing the responsibilities of Governors;
- Review of payroll, purchases and expenses claims on a sample basis;
- Confirmation that the lines of delegation and limits set have been adhered to;
- Evaluation of internal control procedures and reporting lines;
- Review cash payments for unusual transactions;
- Review of credit card transactions;
- Review of registers of interests;
- Review related party transactions;
- Review of borrowing agreements;
- Review of land and building transactions;
- Review of potential and actual bad debts; and
- Review an instance of gifts/hospitality to ensure in line with policy.

Conclusion

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



Christopher Beaumont BA(Hons) FCA DChA

Clive Owen LLP

Reporting Accountant

140 Coniscliffe Road
Darlington
Co Durham
DL3 7RT

8 December 2015

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

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

	Note	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Restricted fixed asset funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
INCOMING RESOURCES						
Incoming resources from generated funds:						
Voluntary income	2	9	-	-	9	9
Activities for generating funds	3	480	-	-	480	468
Investment income	4	9	20	-	29	9
Incoming resources from charitable activities	5	-	5,050	1,652	6,702	5,381
TOTAL INCOMING RESOURCES		498	5,070	1,652	7,220	5,867
RESOURCES EXPENDED						
Charitable activities	7	796	4,894	455	6,145	6,033
Governance costs	6	-	85	-	85	101
TOTAL RESOURCES EXPENDED	8	796	4,979	455	6,230	6,134
NET INCOMING / (OUTGOING) RESOURCES BEFORE TRANSFERS						
		(298)	91	1,197	990	(267)
Transfers between Funds	17	-	(52)	52	-	-
NET INCOME / (EXPENDITURE) FOR THE YEAR						
		(298)	39	1,249	990	(267)
Actuarial gains and losses on defined benefit pension schemes		-	10	-	10	120
NET MOVEMENT IN FUNDS FOR THE YEAR						
		(298)	49	1,249	1,000	(147)
Total funds at 1 September 2014		591	(713)	17,892	17,770	17,917
TOTAL FUNDS AT 31 AUGUST 2015		293	(664)	19,141	18,770	17,770

All activities relate to continuing operations.

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

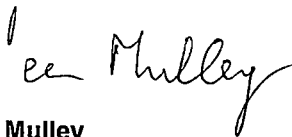
The notes on pages 27 to 45 form part of these financial statements.

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)
REGISTERED NUMBER: 07465520

BALANCE SHEET
AS AT 31 AUGUST 2015

	Note	£000	2015 £000	2014 £000
FIXED ASSETS				
Tangible assets	13		19,140	17,427
CURRENT ASSETS				
Stocks	14	10		14
Debtors	15	426		106
Cash at bank		659		1,268
		1,095		1,388
CREDITORS: amounts falling due within one year	16	(745)		(265)
NET CURRENT ASSETS			350	1,123
TOTAL ASSETS LESS CURRENT LIABILITIES			19,490	18,550
Defined benefit pension scheme liability	22		(720)	(780)
NET ASSETS INCLUDING PENSION SCHEME LIABILITY			18,770	17,770
FUNDS OF THE ACADEMY				
Restricted funds:				
Restricted funds	17	56		67
Restricted fixed asset funds	17	19,141		17,892
		19,197		17,959
Restricted funds excluding pension liability				
Pension reserve		(720)		(780)
Total restricted funds			18,477	17,179
Unrestricted funds	17		293	591
TOTAL FUNDS			18,770	17,770

The financial statements were approved by the Governors, and authorised for issue, on 8 December 2015 and are signed on their behalf, by:



J Mulley
Chair of Governors

The notes on pages 27 to 45 form part of these financial statements.

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015

	Note	2015 £000	2014 £000
Net cash flow from operating activities	19	112	(88)
Returns on investments and servicing of finance	20	9	9
Capital expenditure and financial investment	20	(730)	146
(DECREASE)/INCREASE IN CASH IN THE YEAR		(609)	67

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

	2015 £000	2014 £000
(Decrease)/Increase in cash in the year	(609)	67
MOVEMENT IN NET FUNDS IN THE YEAR	(609)	67
Net funds at 1 September 2014	1,268	1,201
NET FUNDS AT 31 AUGUST 2015	659	1,268

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

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

1. ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

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

1.2 FUND ACCOUNTING

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

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

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

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

1.3 INCOMING RESOURCES

All incoming resources are included in the Statement of financial activities when the academy has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

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

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

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

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

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

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

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

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

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

1. ACCOUNTING POLICIES (continued)

1.4 RESOURCES EXPENDED

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

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

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

All resources expended are inclusive of irrecoverable VAT.

1.5 GOING CONCERN

The Governors assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the academy to continue as a going concern. The Governors make this assessment in respect of a period of one year from the date of approval of the financial statements.

1.6 TANGIBLE FIXED ASSETS AND DEPRECIATION

All assets costing more than £1,000 are capitalised.

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

The premises are held on a 125 year lease from The Durham Diocesan Board of Finance. As the risks and rewards have transferred to the academy the assets including contents and ICT equipment have been recognised within fixed assets. The initial acquisition was recognised at insurance valuation. This valuation was materially equal to the original cost of the building and the Governors considered that the cost of obtaining an additional valuation would outweigh the benefit.

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.

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

Long leasehold property	-	2% straight line
Fixtures and fittings	-	20% straight line
Computer equipment	-	33% straight line

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

1. ACCOUNTING POLICIES (continued)

1.7 OPERATING LEASES

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

1.8 STOCKS

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.9 TAXATION

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

1.10 PENSIONS

Retirement benefits to employees of the academy are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes, are contracted out of the State Earnings-Related Pension Scheme ("SERPS"), and the assets are held separately from those of the academy.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in note 22, the TPS is a multi-employer scheme and the academy is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

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

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

2. VOLUNTARY INCOME

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Donations	9	-	9	9
	<u>9</u>	<u>-</u>	<u>9</u>	<u>9</u>

3. ACTIVITIES FOR GENERATING FUNDS

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Sundry income	189	-	189	130
Uniform	4	-	4	13
School trips	23	-	23	60
Catering	264	-	264	265
	<u>480</u>	<u>-</u>	<u>480</u>	<u>468</u>

4. INVESTMENT INCOME

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Bank interest	9	-	9	9
Net finance income on pension scheme	-	20	20	-
	<u>9</u>	<u>20</u>	<u>29</u>	<u>9</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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5. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
DfE/EFA grants				
Devolved Formula Capital	-	21	21	20
Academies Capital Maintenance Fund	-	1,631	1,631	255
General Annual Grant (GAG)	-	4,832	4,832	4,849
Pupil Premium	-	135	135	139
National College for Teaching and Leadership	-	76	76	67
	<u>-</u>	<u>6,695</u>	<u>6,695</u>	<u>5,330</u>
Other Government grants				
SEN	-	7	7	10
Other Government Grants	-	-	-	41
	<u>-</u>	<u>7</u>	<u>7</u>	<u>51</u>
	<u>-</u>	<u>6,702</u>	<u>6,702</u>	<u>5,381</u>

6. GOVERNANCE COSTS

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Auditors' remuneration	-	8	8	7
Auditors' non audit costs	-	9	9	6
Legal and professional fees	-	34	34	56
Wages and salaries	-	34	34	32
	<u>-</u>	<u>85</u>	<u>85</u>	<u>101</u>

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

7. CHARITABLE ACTIVITIES

	Total funds 2015 £000	Total funds 2014 £000
DIRECT COSTS - EDUCATIONAL OPERATIONS		
Wages and salaries	3,160	3,088
National insurance	249	243
Pension cost	496	421
Educational supplies	203	226
Examination fees	76	78
Staff development	12	17
Travel and subsistence	6	11
Other direct costs	134	89
	4,336	4,173
SUPPORT COSTS - EDUCATIONAL OPERATIONS		
Wages and salaries	481	482
National insurance	26	26
Pension cost	115	111
Depreciation	455	484
Technology costs	50	50
Recruitment and support	13	17
Maintenance of premises and equipment	87	106
Cleaning	19	22
Rates	69	44
Energy	106	105
Insurance	49	51
Security	7	5
Transport	5	4
Catering	195	208
Occupancy costs	33	34
Bank interest and charges	6	7
Other support costs	93	104
	1,809	1,860
	6,145	6,033

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

8. RESOURCES EXPENDED

	Staff costs	Non Pay Expenditure		Total	Total
	2015	Premises	Other costs	2015	2014
	£000	2015	2015	£000	£000
		£000	£000		
Direct costs	3,905	-	431	4,336	4,173
Allocated support costs	622	744	443	1,809	1,860
CHARITABLE ACTIVITIES	<u>4,527</u>	<u>744</u>	<u>874</u>	<u>6,145</u>	<u>6,033</u>
GOVERNANCE	<u>34</u>	<u>-</u>	<u>51</u>	<u>85</u>	<u>101</u>
	<u>4,561</u>	<u>744</u>	<u>925</u>	<u>6,230</u>	<u>6,134</u>

There were no individual transactions exceeding £5,000 for:

- Gifts made by the academy
- Fixed asset losses
- Stock losses
- Unrecoverable debts
- Cash losses

9. NET INCOMING / (OUTGOING) RESOURCES

This is stated after charging:

	2015	2014
	£000	£000
Depreciation of tangible fixed assets:		
- owned by the charity	455	484
Auditors' remuneration	8	7
Auditors' remuneration - non-audit	9	6
Operating lease rentals:		
- other operating leases	13	13
	<u>485</u>	<u>510</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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10. STAFF

a. Staff costs

Staff costs were as follows:

	2015 £000	2014 £000
Wages and salaries	3,636	3,533
Social security costs	275	269
Other pension costs (Note 22)	528	532
	4,439	4,334
Supply teacher costs	39	69
Staff restructuring costs	83	-
	4,561	4,403

Included in other pension costs is a credit of £30,000 relating to the pension deficit actuarial adjustment.

There were no non-statutory/non contractual payments made.

b. Staff numbers

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

	2015 No.	2014 No.
Teaching	61	61
Administration and support	45	42
Management	7	7
	113	110

c. Higher paid staff

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

	2015 No.	2014 No.
In the band £60,001 - £70,000	3	3
In the band £90,001 - £100,000	1	1
	4	4

All of the above employees participated in the Teachers' Pension Scheme.

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NOTES TO THE FINANCIAL STATEMENTS
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11. GOVERNORS' REMUNERATION AND EXPENSES

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

A Hardie (Principal and Governor)

Remuneration £95,000 - £100,00 (2014: £95,000 - £100,000)

Employer's pension contribution £10,000 - £15,000 (2014: £10,000 - £15,000)

H M Al Ajdiri (Staff Governor in 2014)

Remuneration £Nil (2014: £55,000 - £60,000)

Employer's pension contribution £Nil (2014: £5,000 - £10,000)

N Clougher (Staff Governor)

Remuneration £45,000 - £50,000 (2014: £45,000 - £50,000)

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

T Mulford (Staff Governor)

Remuneration £40,000 - £45,000 (2014: £40,000 - £45,000)

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

During the year, no Governors received any benefits in kind (2014 - £NIL).

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

12. GOVERNORS' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the academy has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim. The cost of this insurance is included in the total insurance cost and therefore the cost can not be separately identified.

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**NOTES TO THE FINANCIAL STATEMENTS
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13. TANGIBLE FIXED ASSETS

	Long leasehold property £000	Fixtures and fittings £000	Computer equipment £000	Total £000
COST				
At 1 September 2014	18,332	340	327	18,999
Additions	1,881	157	130	2,168
At 31 August 2015	<u>20,213</u>	<u>497</u>	<u>457</u>	<u>21,167</u>
DEPRECIATION				
At 1 September 2014	1,095	191	286	1,572
Charge for the year	365	68	22	455
At 31 August 2015	<u>1,460</u>	<u>259</u>	<u>308</u>	<u>2,027</u>
NET BOOK VALUE				
At 31 August 2015	<u>18,753</u>	<u>238</u>	<u>149</u>	<u>19,140</u>
At 31 August 2014	<u>17,237</u>	<u>149</u>	<u>41</u>	<u>17,427</u>

14. STOCKS

	2015 £000	2014 £000
Clothing, catering supplies and stationery	<u>10</u>	<u>14</u>

15. DEBTORS

	2015 £000	2014 £000
Trade debtors	35	3
VAT recoverable	99	14
Other debtors	5	4
Prepayments and accrued income	287	85
	<u>426</u>	<u>106</u>

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

16. CREDITORS:
AMOUNTS FALLING DUE WITHIN ONE YEAR

	2015	2014
	£000	£000
Trade creditors	264	20
Other taxation and social security	84	83
Other creditors	85	87
Accruals and deferred income	312	75
	745	265
	745	265

DEFERRED INCOME

Deferred income at 1 September 2014		50
Resources deferred during the year		95
Amounts released from previous years		(50)
		95
Deferred income at 31 August 2015		95

At the balance sheet date the academy was holding funds relating to rates relief, capital funding, school trip income and teaching school income, which straddle the year end.

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NOTES TO THE FINANCIAL STATEMENTS
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17. STATEMENT OF FUNDS

	Brought Forward £000	Incoming resources £000	Resources Expended £000	Transfers in/out £000	Gains/ (Losses) £000	Carried Forward £000
UNRESTRICTED FUNDS						
Unrestricted funds	591	498	(796)	-	-	293
RESTRICTED FUNDS						
	Brought Forward £000	Incoming resources £000	Resources Expended £000	Transfers in/out £000	Gains/ (Losses) £000	Carried Forward £000
General Annual Grant (GAG)	-	4,832	(4,780)	(52)	-	-
Pupil Premium	-	135	(135)	-	-	-
National College for Teaching and Leadership	67	76	(87)	-	-	56
SEN	-	7	(7)	-	-	-
Pension reserve	(780)	20	30	-	10	(720)
	(713)	5,070	(4,979)	(52)	10	(664)
RESTRICTED FIXED ASSET FUNDS						
Assets inherited on conversion	17,235	-	(416)	-	-	16,819
Devolved Formula Capital	402	21	(38)	-	-	385
Capital Maintenance Fund	255	1,631	-	-	-	1,886
Capital expenditure from GAG	-	-	(1)	52	-	51
	17,892	1,652	(455)	52	-	19,141
Total restricted funds	17,179	6,722	(5,434)	-	10	18,477
Total of funds	17,770	7,220	(6,230)	-	10	18,770

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

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, including salaries and related costs, overheads, repairs and maintenance and insurance.

Pupil Premium is additional funding to be spent as the academy sees fit to support deprived students.

National College for Training and Leadership is funding to assist gaining teaching school status.

SEN funding relates to special educational needs.

The restricted fixed asset funds represent monies received to purchase fixed assets. Depreciation is charged against the fund over the useful life of the associated assets.

A transfer of £52,000 has been made to capital expenditure from GAG funding to reflect those items included within fixed assets which have been purchased using GAG monies,

The pension reserve is the liability due to the deficit on the Local Government Pension Scheme. Further details are shown in note 22.

Unrestricted funds include the income from catering, school trips and other sundry income streams with the relevant costs allocated accordingly.

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

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Restricted fixed asset funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Tangible fixed assets	-	-	19,140	19,140	17,427
Current assets	293	801	1	1,095	1,388
Creditors due within one year	-	(745)	-	(745)	(265)
Provisions for liabilities and charges	-	(720)	-	(720)	(780)
	<u>293</u>	<u>(664)</u>	<u>19,141</u>	<u>18,770</u>	<u>17,770</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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19. NET CASH FLOW FROM OPERATING ACTIVITIES

	2015	2014
	£000	£000
Net incoming resources before revaluations	990	(267)
Returns on investments and servicing of finance	(9)	(9)
Depreciation of tangible fixed assets	455	484
Capital grants from DfE	(1,438)	(275)
Decrease/(increase) in stocks	4	(5)
Increase in debtors	(320)	(3)
Increase/(decrease) in creditors	480	(13)
FRS 17 adjustments	(50)	-
NET CASH INFLOW/(OUTFLOW) FROM OPERATIONS	112	(88)

20. ANALYSIS OF CASH FLOWS FOR HEADINGS NETTED IN CASH FLOW STATEMENT

	2015	2014
	£000	£000
RETURNS ON INVESTMENTS AND SERVICING OF FINANCE		
Interest received	9	9
	9	9
 CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT		
Purchase of tangible fixed assets	(2,168)	(129)
Capital grants from DfE	1,438	275
NET CASH (OUTFLOW)/INFLOW FROM CAPITAL EXPENDITURE	(730)	146

21. ANALYSIS OF CHANGES IN NET FUNDS

	1 September 2014	Cash flow	Other non-cash changes	31 August 2015
	£000	£000	£000	£000
Cash at bank and in hand:	1,268	(609)	-	659
NET FUNDS	1,268	(609)	-	659

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NOTES TO THE FINANCIAL STATEMENTS
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22. PENSION COMMITMENTS

The academy's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Tyne and Wear County Council. Both are defined benefit schemes.

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

Contributions amounting to £73,000 were payable to the scheme at 31 August 2015 (2014 - £76,000) and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

The pension costs paid to TPS in the period amounted to £627,000 (2014: £588,000), of which employer's contributions totalled £368,000 (2014: £352,000) and employees' contributions totalled £259,000 (2014: £236,000).

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22. PENSION COMMITMENTS (continued)

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2015 was £230,000, of which employer's contributions totalled £190,000 and employees' contributions totalled £40,000. The agreed contribution rates for future years are 15.6% for employers and 5.5 - 8.5% for employees.

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

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

	Fair value at 31 August 2015 £000	Fair value at 31 August 2014 £000
Equities	1,463	1,297
Government bonds	80	69
Corporate bonds	256	222
Cash	71	50
Property	205	176
Other	135	116
Total market value of assets	<u>2,210</u>	<u>1,930</u>
Present value of scheme liabilities	(2,930)	(2,710)
(Deficit) in the scheme	<u><u>(720)</u></u>	<u><u>(780)</u></u>

The amounts recognised in the Balance sheet are as follows:

	2015 £000	2014 £000
Present value of funded obligations	(2,930)	(2,710)
Fair value of scheme assets	<u>2,210</u>	<u>1,930</u>
Net liability	<u><u>(720)</u></u>	<u><u>(780)</u></u>

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

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

	2015 £000	2014 £000
Current service cost	(160)	(180)
Interest on obligation	(110)	(120)
Expected return on scheme assets	130	120
	<u> </u>	<u> </u>
Total	(140)	(180)
	<u> </u>	<u> </u>
Actual return on scheme assets	70	70
	<u> </u>	<u> </u>

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

	2015 £000	2014 £000
Opening defined benefit obligation	2,710	2,610
Current service cost	160	180
Interest cost	110	120
Contributions by scheme participants	40	40
Actuarial Gains	(70)	(170)
Benefits paid	(20)	(70)
	<u> </u>	<u> </u>
Closing defined benefit obligation	2,930	2,710
	<u> </u>	<u> </u>

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

	2015 £000	2014 £000
Opening fair value of scheme assets	1,930	1,710
Expected return on assets	130	120
Actuarial losses	(60)	(50)
Contributions by employer	190	180
Contributions by employees	40	40
Benefits paid	(20)	(70)
	<u> </u>	<u> </u>
	2,210	1,930
	<u> </u>	<u> </u>

The cumulative amount of actuarial gains and losses recognised in the Statement of total recognised gains and losses was £80,000 loss (2014 - £90,000 loss).

The academy expects to contribute £200,000 to its Defined benefit pension scheme in 2016.

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

	2015	2014
Discount rate for scheme liabilities	3.80 %	3.70 %
Rate of increase in salaries	3.60 %	3.60 %
Rate of increase for pensions in payment / inflation	2.10 %	2.10 %
Inflation assumption (CPI)	2.10 %	2.10 %
Commutation of pensions to lump sums	75.00 %	75.00 %

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

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

	2015	2014
Retiring today		
Males	23.1	23.0
Females	24.7	24.6
Retiring in 20 years		
Males	25.1	25.0
Females	27.0	26.9

Amounts for the current and previous four periods are as follows:

Defined benefit pension schemes

	2015 £000	2014 £000	2013 £000	2012 £000	2011 £000
Defined benefit obligation	(2,930)	(2,710)	(2,610)	(2,330)	(1,750)
Scheme assets	2,210	1,930	1,710	1,380	1,060
Deficit	<u>(720)</u>	<u>(780)</u>	<u>(900)</u>	<u>(950)</u>	<u>(690)</u>
Experience adjustments on scheme liabilities	70	170	(10)	(280)	90
Experience adjustments on scheme assets	<u>(60)</u>	<u>(50)</u>	<u>70</u>	<u>10</u>	<u>(90)</u>

23. OPERATING LEASE COMMITMENTS

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

	Land and buildings			Other
	2015 £000	2014 £000	2015 £000	2014 £000
EXPIRY DATE:				
Within 1 year	-	-	5	-
Between 1 and 5 years	-	-	6	13
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

WHITBURN CHURCH OF ENGLAND ACADEMY
(A company limited by guarantee)

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

24. NET FINANCE INCOME ON PENSION SCHEME

	2015 £000	2014 £000
Expected return on pension scheme assets	130	120
Interest on pension scheme liabilities	(110)	(120)
	<u>20</u>	<u>-</u>

25. RELATED PARTY TRANSACTIONS

No related party transactions took place in the period of accounts.