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**SIR WILLIAM ROBERTSON ACADEMY**  
(A company limited by guarantee)

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

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

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<b>Members / Governors</b>	Venerable Canon B H Lucas CB, Chair of Governors Mrs M Moran, Parent Governor and Vice Chair of Governors Mr S Shaw, Chair of Finance & Audit Committee Mr B Tear
<b>Governors</b>	Miss E Bennett, Staff Governor Mrs S A Davies, Staff Governor Mr M A Guest, Head Teacher Mrs K M S Hamilton, Parent Governor and Chair of Teaching & Learning Committee Mr R J W Sampson Mr T S Kelway Mrs L R Donnelly, Staff Governor (appointed 13 January 2015) Mrs S M Paddock (appointed 7 May 2015)
<b>Retired Governors</b>	Mrs D A Parker (resigned 2 September 2015)
<b>Company Registered Number</b>	08208522
<b>Principal and Registered Office</b>	Sir William Robertson Academy Main Road Welbourn Lincoln Lincs LN5 0PA
<b>Company Secretary</b>	Mrs S G Maggs
<b>Head Teacher and Accounting Officer</b>	Mr M A Guest
<b>Senior Leadership Team</b>	Mr M A Guest, Head Teacher Mr A G Brogan, Deputy Head Teacher Mr S J Grant, Deputy Head Teacher Mr D T Bensley, Assistant Head Teacher Mrs S A Davies, Assistant Head Teacher Mr S J Mann, Assistant Head Teacher Mrs S G Maggs, Chief Financial Officer
<b>Independent Auditors</b>	Streets Audit LLP Chartered Accountants & Statutory Auditor Tower House Lucy Tower Street Lincoln Lincs LN1 1XW

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

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**Administrative details (continued)**

**Internal Auditor**            Mr G Hornsby  
   SBM Consultancy  
   15 Oak Crescent  
   Ashby de la Zouch  
   Leics LE65 1FX

**Bankers**                        Lloyds Bank plc  
   202 High Street  
   Lincoln  
   Lincs  
   LN5 7AP

**Solicitors**                     Langleys Solicitors LLP  
   Olympic House  
   Doddington Road  
   Lincoln  
   Lincs  
   LN6 3SE

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

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The governors (who are also directors of the academy for the purposes of the Companies Act) present their annual report together with the audited financial statements of Sir William Robertson Academy (the academy) for the year ended 31 August 2015. The governors confirm that the Annual report and financial statements of the academy comply with the current statutory requirements, the requirements of the academy's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005. The annual report serves the purposes of both a governors' report, and a directors' report under company law.

The trust operates an academy for pupils aged 11 to 18 serving a wide catchment area including feeder primary schools in North & South Kesteven, Grantham and Newark. It has a pupil capacity of 838 and had a roll of 736 in the school census of October 2014.

**Structure, governance and management**

**CONSTITUTION**

The academy is a company limited by guarantee with no share capital and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy.

The governors act as the trustees of the academy and are also the directors of the charitable company for the purposes of company law.

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**

Subject to the provisions of the Companies Act 2006, every governor or other officer or auditor of the academy shall be indemnified out of the assets of the academy against any liability incurred by him in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which he is acquitted or in connection with any application in which relief is granted to him by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the academy.

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

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**METHOD OF RECRUITMENT AND APPOINTMENT OR ELECTION OF GOVERNORS**

The articles of association require the members of the charitable company to appoint at least three governors to be responsible for the statutory and constitutional affairs of the charitable company and the management of the academy.

The articles of association require that the members of the academy shall comprise:

- a) the signatories to the Memorandum;
- b) one person appointed by the Secretary of State, in the event that the Secretary of State appoints a person for this purpose;
- c) the Chair of Governors.

The governing body may appoint additional governors. Governors may be removed by the person or persons who appointed them.

Other governors may be elected and co-opted under the terms of the articles of association as follows:

- The Head Teacher (Accounting Officer);
- A minimum of 2, but no more than 6, Parent Governors;
- Up to 7 governors appointed by the members (including staff governors);
- Staff governors appointed by the members, provided that the maximum number of staff governors does not exceed one third of the total number of governors;
- Any governors appointed by the Secretary of State for Education;
- Up to 1 Local Authority governor;
- Up to 3 Co-opted governors.

The term of office for any governor is 4 years. The Head Teacher's term of office runs parallel with his term of appointment. Subject to remaining eligible to be a particular type of governor, any governor may be reappointed or re-elected.

Mrs M Moran was appointed as an additional member during the year. No additional members were appointed nor made by the Secretary of State in the year.

**POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF GOVERNORS**

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

All governors have access to a range of training programmes.

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

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**ORGANISATIONAL STRUCTURE**

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

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

The governing body has established a secure financial management structure which includes: a scheme of delegation; details of specific financial roles and responsibilities; an internal control framework; segregation of duties and terms of reference for the governing body's committees.

Governors are responsible for setting general policy, adopting an annual budget plan, monitoring the academy's use / expenditure of funding / income and making major decisions about the direction of the academy – including capital expenditure and senior staff appointments.

The Head Teacher is the academy's Accounting Officer, who has responsibility for the academy's overall management and staffing. The Head Teacher is personally responsible to Parliament, and to the accounting officer of the EFA, for the resources under their control, and is responsible for assuring the governors that there is compliance with the Academies Financial Handbook, the academy's Funding Agreement and all relevant aspects of company and charitable law. The Head Teacher also has responsibilities for keeping proper financial records and accounts, and for the management of opportunities and risks.

The delivery of the academy's detailed accounting processes is delegated to the Chief Financial Officer, whose key responsibilities include: preparation of the annual accounts; preparation and monitoring of the budget; technical financial advice; and liaison with the academy's internal and independent auditors.

**CONNECTED ORGANISATIONS, INCLUDING RELATED PARTY RELATIONSHIPS**

The academy is part of the Minster Teaching School Alliance. This is a voluntary agreement with no structural ties and no element of sponsorship or control. The focus of the work of the alliance is currently: peer-to-peer learning; identifying / nurturing leadership potential; mutual support and working with strategic partners to train new entrants to the teaching profession.

The academy is also part of the Redhill Academy Teaching Alliance – a cross-phase collaboration which focuses on offering innovative ITT (Initial Teacher Training); high quality CPD (Continuing Professional Development) for all staff and tailored school-to-school support through a team of SLE's (Specialist Leaders in Education).

The academy works closely with 29 feeder primary schools. The academy also works in partnership with Nottingham Trent University and Bishop Grosseteste University for teacher training. In the academic year ending August 2015, the academy worked with EMDirect for teacher training (Science GTP) and the Lead Practitioners for English and Science, together with the SENCO, supported teaching in a number of local primary schools.

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

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**Objectives and Activities**

**OBJECTS AND AIMS**

The academy's principle object is:

- (a) to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum; and
- (b) to promote for the benefit of the inhabitants of Welbourn and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, affinity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and the object of improving the condition of life of the said inhabitants.

The aim of the academy is to provide a quality education in a caring and disciplined community through:

- maintaining the academy's reputation for solid examination results;
- allowing pupils of all abilities to attain their full potential and develop their own special qualities;
- offering a wide range of extracurricular activities and sports;
- maintaining the high standards and expectations of the academy;
- developing a positive attitude towards equal opportunities for all, regardless of sex, religion or personal difficulties;
- expecting pupils to value all members of the academy's community and its environment;
- allowing pupils to acquire attitudes and skills which enable them to give purposes to their lives and to make a contribution to the wider community.

**OBJECTIVES, STRATEGIES AND ACTIVITIES**

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

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

The academy is driven by the aim to ASPIRE and this ethos underpins the work of all staff and pupils as we strive to become outstanding. The curriculum is designed to meet the needs of every child and we offer a broad choice of academic and vocational options. These combine to enable us to offer a 'curriculum for every future'. The academy's values are:

- children are at the centre of this academy - it is why we are all here;
- it is a privilege to do the jobs we do;
- everything follows from effective and inspirational teaching and learning;
- children and staff have a responsibility to continue learning and developing;
- no child is allowed to fail;
- we are one community and support each other to improve; and
- positive relationships lie at the heart of excellent teaching.

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

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The strategies and activities of the academy are outlined in the School Improvement Plan. This is reviewed annually and updated throughout the course of the year by the governors and senior leadership team to measure and monitor the impact of prescribed activities and intervention on outcomes for the academy's students.

**PUBLIC BENEFIT**

The governors confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the academy's objectives and aims and in planning future activities for the year. Given the activities of the academy and the student population that it services, the governors consider that the company's aims are demonstrably to the public benefit.

**Strategic report**

**Achievements and performance**

**REVIEW OF ACTIVITIES INCLUDING KEY PERFORMANCE INDICATORS**

The Academy has 700 students on roll. Having opened a Sixth Form in September 2012, the number of post-16 learners stands at 83.

Listed below are the achievements of the Academy as measured against the aims and objectives that have been set.

**Achievement:**

The Academy was inspected by OFSTED in June 2015. The Overall Effectiveness of the Academy was judged to be 'Good.' All areas of the Academy's provision (Achievement, Quality of Teaching, Sixth Form, Leadership and Management, Behaviour and Safety) were judged to be 'Good.'

In judging Sir William Robertson Academy to be a 'Good' school, the report states, 'The headteacher provides strong leadership and clear direction to staff, parents and students. He receives strong support from skilled senior leaders and an effective governing body.'

**Attainment:**

The Academy attained 55% 5 or more A\*-C grades including GCSE English and Maths in the Summer 2015 examinations – a significant improvement against the 2014 GCSE results (46% 5 A\*-C including GCSE English and Maths). This exceeded the 2015 national average of 52.8% (England: All Schools). This was achieved with a Year 11 cohort which contained 11.6% fewer high ability children than the national average.

24.3% attained the English Baccalaureate (an increase on 2014) and 97% achieved 5 or more A\*-G grades. This final indicator reflects the inclusive nature of the Academy.

The overall Average Points Score per Pupil at A Level was 660.43 (compared to 571.36 in 2014).

**Progress:**

In terms of pupil progress, provisional results indicate that 80% of pupils made three levels of progress in English (a significant improvement on 2014 (65%) and significantly above the national average) while 67% of pupils made three levels of progress in Maths (an increase from 60% in 2014 and broadly in line with the national average). OFSTED (June 2015) stated, 'Students make good progress and achieve well across a range of GCSE subjects.'

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

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The Academy has been re-accredited with Career Mark for the period 2014-16. The Academy also completed a positive mid-term review in line with the requirements for maintaining Investors in People accreditation.

Improvements have been made to the buildings and grounds which include refurbishment of a number of classrooms, the dining area and an ICT suite, the re-surfacing and re-fencing of the tennis courts and the replacement of the calorifier (an integral part of the hot-water system).

### **GOING CONCERN**

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

### **Financial review**

#### **REVIEW OF FINANCIAL PERFORMANCE**

The academy has benefited from a year of stable financial consolidation.

There has been a continued focus on budget control and remodelling of the curriculum and workforce, in light of changes to the local demographic roll, national agenda and student needs.

During the academic year ending 31 August 2015, there have been two principal sources of funding – the EFA (Education Funding Agency) and Local Authority (LA) funding. Whilst the core funding has been from the EFA in the form of recurrent grants, income relating to SEN has also been received from the LA.

All of the grants received from the EFA and the LA during the year ended 31 August 2015 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities (SOFA).

The Academy has also received its Devolved Formula Capital fund and this is shown in the SOFA 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.

### **RESERVES POLICY**

As part of the monitoring of in-year financial performance, the senior leadership team and governing body monitor the forecast impact on reserves as part of medium term financial planning. Whilst we recognise the need for prudence and the need to provide a suitable level of reserves for unforeseen circumstances, we acknowledge that the revenue funding provided to the trust is to provide for the students in the academy at that time. It is, therefore, our policy to seek to maximise the use of revenue funds available for the students in the present cohort with any reserves being clearly identified as a contingency for the continued provision of a quality education for these children in the future when funding cuts are anticipated. The situation is kept under constant review and the current level of reserves is considered sufficient for the academy's requirements.

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

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**MATERIAL INVESTMENTS POLICY**

The academy operates an investment policy that seeks to maximise returns, minimise risk and maintain flexibility and access to funds. The academy holds GAG income funds in a current account to provide for day to day operation. Cash flow projections are undertaken by the Chief Financial Officer on a monthly basis, who has delegated authority to invest surpluses into a higher interest account at Lloyds Bank.

**PRINCIPAL RISKS AND UNCERTAINTIES AND RISK MANAGEMENT**

The governors have assessed the major risks to which the academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational aspects of the academy, and its finances. The principal risk facing the academy is insufficient demand for the academy's services, leaving it unsustainable. This would lead to a decrease in the grant funding received and the necessity to reorganise the academy to ensure it could operate with a balanced budget or formulate a plan to recover from a deficit. Pupil numbers are monitored and a 5 year plan is drawn up and regularly reviewed to ensure the situation is considered fully by the Senior Leadership Team and governors.

The governors have implemented a number of systems to assess the other risks that the academy faces, especially in the operational areas (eg. in relation to teaching, health and safety, safeguarding, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (eg. vetting of new staff and visitors, supervision on school grounds) and internal financial controls (see below \*) in order to minimise risk. The trustees have also ensured they have adequate insurance cover during the period, by engaging with the EFA's Risk Protection Arrangements scheme and taking out additional insurance cover for educational visits and vehicles.

A comprehensive risk register has been produced and is being monitored by the trustees to ensure that risks are treated or tolerated depending on the urgency and potential impact of the risk. This risk register is updated on an annual basis. With specific regard to financial risks, the academy is exposed to risks associated with bank balances (cashflow), cash and trade creditors, with limited trade (and other) debtors. The academy has an effective system of internal financial controls to ensure risk is minimal in these areas - this is explained in more detail in the Internal Control Framework\*. Sufficient cash is held in reserve to enable the academy to support any financial issues that it may experience. The academy has robust financial procedures which are implemented appropriately at all times. These ensure that purchases of goods and services are appropriately authorised before costs are incurred; that all payments are approved by at least two members of the senior leadership team before funds are remitted.

Monthly financial reports are produced to enable any issues to be identified at an early stage. Despite the pension scheme being in deficit, it is not considered to impact on the academy. The academy has also elected to pay a higher employer pension contribution rate for three years to help reduce this deficit. This situation will continue to be monitored.

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

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**Plans for future periods**

The academy will continue to use its reserves to drive its current provision from 'good' in all areas to 'outstanding'. The academy will continue to work to raise both the aspirations and outcomes of all its students at whatever age, closing gaps between the performances of different groups, where this is needed, and ensuring they are able to proceed successfully to the next stage of their education. The academy will continue to grow its sixth form provision and to review its staffing structure to ensure that its staffing skills base is aligned to the needs of the pupils.

In the next 12 months, the academy will undertake a number of minor building / refurbishment projects to improve the environment for the children. This will include:

- replacement of three interactive whiteboards;
- replacement of flooring in laboratories; and
- decoration and carpeting in a number of classrooms.

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

There are no assets and arrangements for safe custody and segregation, where the academy or its governors are acting as custodian trustees.

**DISCLOSURE OF INFORMATION TO AUDITORS**

Insofar as the governors are aware:

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

This report, incorporating the Strategic report, was approved by order of the governing body, as the company directors, on 2 December 2015 and signed on the board's behalf by:

**Venerable Canon B H Lucas**  
**Chair of Governors**

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**SIR WILLIAM ROBERTSON ACADEMY**  
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**GOVERNANCE STATEMENT**

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**SCOPE OF RESPONSIBILITY**

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

The governing body has delegated the day-to-day responsibility to the Head Teacher, 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 Sir William Robertson Academy and the Secretary of State for Education. They are also responsible for reporting to the governing body any material weaknesses or breakdowns in internal control.

**GOVERNANCE**

The information on governance included here supplements that described in the Governors' report and in the Governors' responsibilities statement. The governing body has formally met 6 times during the year. Attendance during the year at meetings of the governing body was as follows:

Governor	Meetings attended	Out of a possible
Venerable Canon B H Lucas CB, Chair of Governors	6	6
Mrs M Moran, Parent Governor and Vice Chair of Governors	6	6
Mr S Shaw, Chair of Finance & Audit Committee	6	6
Mr B Tear	5	6
Miss E Bennett, Staff Governor	2	6
Mrs S A Davies, Staff Governor	2	6
Mr M A Guest, Head Teacher	6	6
Mrs K M S Hamilton, Parent Governor and Chair of Teaching & Learning Committee	6	6
Mr R J W Sampson	4	6
Mr T S Kelway	3	6
Mrs L R Donnelly, Staff Governor	4	4
Mrs S M Paddock	2	2
Mrs D A Parker	6	6

During the year, the governors appointed Mrs S M Paddock (Operational Director of SSAT) to serve on the governing body to support the its understanding of current educational issues and further strengthen their collective skills base. To enhance her understanding of the academy's data, Mrs K M S Hamilton has met with the Assistant Headteacher for KS3 Progress on a regular basis, to scrutinise and review the academy's data and pupil progress during the year.

The governors continue to review income and expenditure projections in light of tighter funding and a dip in the local demographic.

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**GOVERNANCE STATEMENT (continued)**

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Governance reviews:

During the year, the governors actively engaged with a further external review of governance undertaken by FASNA. This was extremely effective as a mechanism for testing the governing body's evolving skills in strategy and challenge.

The Chair of Finance & Audit Committee and School Business Manager attended a FASNA seminar on 'Facing the Financial Storm' to network and extend their knowledge of key issues associated with funding in the education environment.

The governing body has also undertaken a further skills audit and continues to use a working party within the board to focus on self-evaluation and review.

**Finance and Audit Committee**

The Finance and Audit Committee is a sub-committee of the main governing body to which the governors have delegated the detailed scrutiny of the trust's finances. It is not practicable for the academy to have a dedicated audit committee, so in line with EFA flexibility, the governing body discharges these requirements through the Finance and Audit Committee whose remit includes the functions of an audit committee. This work is in addition to the terms of reference of the committee, with overlapping or fully integrated membership.

The Finance and Audit Committee are responsible for:

- reviewing the risks to internal financial control at the trust;
- agreeing a programme of work that will address these risks, and
- informing the governance statement that accompanies the trust's annual accounts and, so far as is possible, providing assurance to the external auditors.

During the year, the Finance & Audit Committee has scrutinised and evaluated expenditure proposals for a new lawn mower; a new calorifier; tennis court fencing refurbishment; and ICT backup storage. The Committee continues to review Health & Safety matters as a standing item on their agenda.

Attendance at meetings in the year was as follows:

Governor	Meetings attended	Out of a possible
Venerable Canon B H Lucas, Chair of Governors	5	5
Mr S Shaw, Chair of Finance & Audit Committee	5	5
Mr M A Guest, Head Teacher	5	5
Mrs S A Davies, Staff Governor	3	5
Mr T S Kelway	2	5
Mrs D A Parker	2	5
Mr R J W Sampson	5	5

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**GOVERNANCE STATEMENT (continued)**

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**REVIEW OF VALUE FOR MONEY**

As accounting officer, the Head Teacher has responsibility for ensuring that the academy 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 academy's use of its resources has provided good value for money during each academic year, and reports to the governing body where value for money can be improved, including the use of benchmarking data where available. The accounting officer for the academy has delivered improved value for money during the year by:

- improving educational results – careful budgeting, financial management and robust financial controls have allowed the academy to specifically direct resources, staffing and training to ensure that these have driven whole school improvement priorities and improved achievement and outcomes for our students;
- a systematic review of staffing – including re-modelling the academy's TLR structure to increase the number of Lead Practitioners in core subjects and futureproof the structure to make it both more affordable and effective in the longer term. This has been underpinned by robust performance management and targeted CPD to bring about staff changes in relentless pursuit of excellence in the quality of teaching;
- curriculum analysis to ensure that the curriculum is sufficiently wide and engaging for students, whilst being affordable; benchmarking staffing and other costs with local and national networks - collaborating on procurement where possible; and increasing links with the local community to generate future pupil numbers and additional lettings income.

**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 Sir William Robertson 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 governing body has reviewed the key risks to which the academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The governing body 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 governing body.

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**GOVERNANCE STATEMENT (continued)**

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**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 governing body;
- regular reviews by the Finance & Audit Committee of reports which indicate financial performance against the forecasts and consideration of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.

The governing body has considered the need for a specific internal audit function and has continued to employ the services of Mr G Hornsby of SBM Consultancy as internal auditor.

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

- Review of Financial Planning, Forecasting, Monitoring and Reporting;
- Testing of Purchasing, Payroll and Cash Controls; and
- Review of Income Systems.

On a termly basis, the internal auditor reports to the governing body on the operation of the systems of control and on the discharge of the governing body's financial responsibilities.

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**GOVERNANCE STATEMENT (continued)**

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**REVIEW OF EFFECTIVENESS**

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

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

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Audit Committee and a plan to ensure continuous improvement of the system is in place.

Approved by order of the members of the governing body on 2 December 2015 and signed on its behalf, by:

**Venerable Canon B H Lucas**  
**Chair of Governors**

**Mr M A Guest, Head Teacher**  
**Accounting Officer**

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**SIR WILLIAM ROBERTSON ACADEMY**  
**(A company limited by guarantee)**

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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As accounting officer of Sir William Robertson Academy I have considered my responsibility to notify the academy governing body and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the academy 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 governing body 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 governing body and EFA.

**Mr M A Guest, Head Teacher**  
**Accounting Officer**

Date: 2 December 2015

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**SIR WILLIAM ROBERTSON ACADEMY**  
**(A company limited by guarantee)**

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

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The governors (who are also the directors of the charitable company for the purposes 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;
- 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 EFA/DfE 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 governing body on 2 December 2015 and signed on its behalf by:

**Venerable Canon B H Lucas**  
**Chair of Governors**

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**SIR WILLIAM ROBERTSON ACADEMY**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SIR WILLIAM ROBERTSON ACADEMY**

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We have audited the financial statements of Sir William Robertson 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.

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**SIR WILLIAM ROBERTSON ACADEMY**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SIR WILLIAM ROBERTSON ACADEMY**

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**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.

Robert Anderson (Senior statutory auditor)

for and on behalf of

**Streets Audit LLP**

Chartered Accountants  
& Statutory Auditor

Tower House  
Lucy Tower Street  
Lincoln  
Lincs  
LN1 1XW  
9 December 2015

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**SIR WILLIAM ROBERTSON ACADEMY**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO SIR WILLIAM ROBERTSON ACADEMY AND THE EDUCATION FUNDING AGENCY**

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In accordance with the terms of our engagement letter 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 Sir William Robertson 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 Sir William Robertson Academy and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Sir William Robertson 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 Sir William Robertson Academy and EFA, for our work, for this report, or for the conclusion we have formed.

**RESPECTIVE RESPONSIBILITIES OF SIR WILLIAM ROBERTSON ACADEMY'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT**

The accounting officer is responsible, under the requirements of Sir William Robertson Academy's funding agreement with the Secretary of State for Education, 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.

The work undertaken to draw to our conclusion includes:

- A review of the academy's systems and controls and confirmation of the operation and effectiveness during the year;
- A review of expenditure to confirm the appropriateness and value of money; and
- A review of connected party arrangements, transactions and balances.

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**SIR WILLIAM ROBERTSON ACADEMY**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO SIR WILLIAM ROBERTSON ACADEMY AND THE EDUCATION FUNDING AGENCY (continued)**

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**CONCLUSION**

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

Robert Anderson

**Streets Audit LLP**

Chartered Accountants  
& Statutory Auditor

Tower House  
Lucy Tower Street  
Lincoln  
Lincs  
LN1 1XW

9 December 2015

**SIR WILLIAM ROBERTSON 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 £	Restricted funds 2015 £	Restricted fixed asset funds 2015 £	Total funds 2015 £	<i>Total funds 2014 £</i>
<b>INCOMING RESOURCES</b>						
Incoming resources from generated funds:						
Voluntary income	2	600	-	-	600	924
Activities for generating funds	3	645	-	-	645	1,305
Investment income	4	4,661	50	-	4,711	1,148
Incoming resources from charitable activities	5	363,357	4,295,822	17,809	4,676,988	5,424,537
<b>TOTAL INCOMING RESOURCES</b>		<b>369,263</b>	<b>4,295,872</b>	<b>17,809</b>	<b>4,682,944</b>	<b>5,427,914</b>
<b>RESOURCES EXPENDED</b>						
Charitable activities	7	382,540	4,274,370	39,113	4,696,023	4,842,668
Governance costs	8	-	20,494	-	20,494	20,773
<b>TOTAL RESOURCES EXPENDED</b>	6	<b>382,540</b>	<b>4,294,864</b>	<b>39,113</b>	<b>4,716,517</b>	<b>4,863,441</b>
<b>NET INCOMING / (OUTGOING) RESOURCES BEFORE TRANSFERS</b>		<b>(13,277)</b>	<b>1,008</b>	<b>(21,304)</b>	<b>(33,573)</b>	<b>564,473</b>

**SIR WILLIAM ROBERTSON ACADEMY**  
(A company limited by guarantee)

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

	Note	Unrestricted funds 2015 £	Restricted funds 2015 £	Restricted fixed asset funds 2015 £	Total funds 2015 £	Total funds 2014 £
Transfers between Funds	15	17,938	(32,628)	14,690	-	-
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR</b>		<b>4,661</b>	<b>(31,620)</b>	<b>(6,614)</b>	<b>(33,573)</b>	564,473
Actuarial gains and losses on defined benefit pension schemes		-	(1,000)	-	(1,000)	(270,000)
<b>NET MOVEMENT IN FUNDS FOR THE YEAR</b>		<b>4,661</b>	<b>(32,620)</b>	<b>(6,614)</b>	<b>(34,573)</b>	294,473
<i>Total funds at 1 September 2014</i>		1,929	40,588	9,247,346	9,289,863	8,995,390
<b>TOTAL FUNDS AT 31 AUGUST 2015</b>		<b>6,590</b>	<b>7,968</b>	<b>9,240,732</b>	<b>9,255,290</b>	9,289,863

All activities relate to continuing operations.

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

The notes on pages 26 to 45 form part of these financial statements.

**SIR WILLIAM ROBERTSON ACADEMY**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 08208522**

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

	Note	£	2015 £	£	2014 £
<b>FIXED ASSETS</b>					
Tangible assets	12		<b>9,222,923</b>		9,229,255
<b>CURRENT ASSETS</b>					
Debtors	13	<b>71,473</b>		115,039	
Cash at bank and in hand		<b>1,121,665</b>		1,070,167	
		<b>1,193,138</b>		1,185,206	
<b>CREDITORS:</b> amounts falling due within one year	14	<b>(106,771)</b>		(107,598)	
<b>NET CURRENT ASSETS</b>			<b>1,086,367</b>		1,077,608
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
Defined benefit pension scheme liability	20		<b>(1,054,000)</b>		(1,017,000)
<b>NET ASSETS INCLUDING PENSION SCHEME LIABILITY</b>			<b>9,255,290</b>		9,289,863
<b>FUNDS OF THE ACADEMY</b>					
Restricted funds:					
Restricted funds	15	<b>1,061,968</b>		1,057,588	
Restricted fixed asset funds	15	<b>9,240,732</b>		9,247,346	
Restricted funds excluding pension liability		<b>10,302,700</b>		10,304,934	
Pension reserve		<b>(1,054,000)</b>		(1,017,000)	
Total restricted funds			<b>9,248,700</b>		9,287,934
Unrestricted funds	15		<b>6,590</b>		1,929
<b>TOTAL FUNDS</b>			<b>9,255,290</b>		9,289,863

The financial statements were approved by the governors, and authorised for issue, on 2 December 2015 and are signed on their behalf, by:

**Venerable Canon B H Lucas**  
**Chair of Governors**

**Mr M A Guest, Head Teacher**  
**Accounting Officer**

The notes on pages 26 to 45 form part of these financial statements.

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**SIR WILLIAM ROBERTSON ACADEMY**  
**(A company limited by guarantee)**

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

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	Note	2015 £	2014 £
Net cash flow from operating activities	17	43,668	151,380
Returns on investments and servicing of finance	18	4,711	1,148
Capital expenditure and financial investment	18	3,119	(32,017)
<b>INCREASE IN CASH IN THE YEAR</b>		<u>51,498</u>	<u>120,511</u>

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

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	2015 £	2014 £
Increase in cash in the year	<u>51,498</u>	<u>120,511</u>
<b>MOVEMENT IN NET FUNDS IN THE YEAR</b>	<b>51,498</b>	<b>120,511</b>
Net funds at 1 September 2014	<u>1,070,167</u>	<u>949,656</u>
<b>NET FUNDS AT 31 AUGUST 2015</b>	<u><b>1,121,665</b></u>	<u><b>1,070,167</b></u>

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The notes on pages 26 to 45 form part of these financial statements.

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**SIR WILLIAM ROBERTSON ACADEMY**  
**(A company limited by guarantee)**

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

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**1. ACCOUNTING POLICIES**

**1.1 Basis of preparation of financial statements**

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

**1.2 Fund accounting**

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the academy 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 Education Funding Agency.

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.

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

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

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**SIR WILLIAM ROBERTSON ACADEMY**  
**(A company limited by guarantee)**

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

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**1. ACCOUNTING POLICIES (continued)**

**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 freehold land and building asset additions in excess of £5,000 and all equipment and vehicle asset additions in excess of £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.

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

Furniture and Equipment	-	7 years straight line
Motor Vehicles	-	7 years straight line

Freehold Buildings are not depreciated on the grounds of immateriality. Freehold Buildings are subject to regular maintenance and repair such that in the governors opinion the residual value is not materially different from the value in the financial statements and have a long useful economic life. The governors consider the need for impairment at each period end.

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**SIR WILLIAM ROBERTSON ACADEMY**  
**(A company limited by guarantee)**

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

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**1. ACCOUNTING POLICIES (continued)**

**1.7 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.

**1.8 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 20, 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.

**2. VOLUNTARY INCOME**

	<b>Unrestricted funds 2015 £</b>	<b>Restricted funds 2015 £</b>	<b>Total 2015 £</b>	<i>Total 2014 £</i>
Donations	<b>600</b>	<b>-</b>	<b>600</b>	<i>924</i>

**SIR WILLIAM ROBERTSON ACADEMY**  
(A company limited by guarantee)

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

**3. ACTIVITIES FOR GENERATING FUNDS**

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total 2015 £	Total 2014 £
Lettings income	645	-	645	1,305

**4. INVESTMENT INCOME**

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total 2015 £	Total 2014 £
Bank interest	4,661	50	4,711	1,148

**5. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS**

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total 2015 £	Total 2014 £
<b>EFA grants</b>				
General Annual Grant (GAG)	-	3,833,935	3,833,935	4,492,049
EFA grants	-	136,549	136,549	153,573
Capital grants	-	17,809	17,809	18,091
	-	3,988,293	3,988,293	4,663,713
<b>Other government grants</b>				
Local authority grants	-	176,883	176,883	192,752
	-	176,883	176,883	192,752
<b>Other funding</b>				
Other income	363,357	148,455	511,812	568,072
	363,357	148,455	511,812	568,072
	363,357	4,313,631	4,676,988	5,424,537

**SIR WILLIAM ROBERTSON ACADEMY**  
(A company limited by guarantee)

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

**6. RESOURCES EXPENDED**

	<b>Staff costs</b>	<b>Non Pay Expenditure</b>		<b>Total</b>	<i>Total</i>
	<b>2015</b>	<b>Premises</b>	<b>Other costs</b>	<b>2015</b>	<i>2014</i>
	<b>£</b>	<b>2015</b>	<b>2015</b>	<b>£</b>	<b>£</b>
Direct costs	3,114,066	-	280,612	3,394,678	3,446,014
Support costs	419,475	214,522	667,348	1,301,345	1,396,654
<b>Charitable activities</b>	<b>3,533,541</b>	<b>214,522</b>	<b>947,960</b>	<b>4,696,023</b>	<i>4,842,668</i>
<b>Governance</b>	<b>-</b>	<b>-</b>	<b>20,494</b>	<b>20,494</b>	<i>20,773</i>
	<b>3,533,541</b>	<b>214,522</b>	<b>968,454</b>	<b>4,716,517</b>	<i>4,863,441</i>

**SIR WILLIAM ROBERTSON ACADEMY**  
(A company limited by guarantee)

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

**7. CHARITABLE ACTIVITIES**

	<b>Total 2015 £</b>	<i>Total 2014 £</i>
<b>DIRECT COSTS - EDUCATIONAL OPERATIONS</b>		
Teaching and educational support staff salaries	2,461,272	2,496,414
Teaching and educational support staff national insurance	184,618	190,470
Teaching and educational support staff pensions	338,810	345,518
Recruitment and support	33,709	46,782
Educational supplies and consultancy	128,800	132,457
Exam fees	82,475	82,995
Other direct costs	164,994	151,378
	<b>3,394,678</b>	<i>3,446,014</i>
<b>SUPPORT COSTS - EDUCATIONAL OPERATIONS</b>		
Support staff salaries	310,103	353,592
Support staff national insurance	11,691	14,148
Support staff pensions	97,681	89,696
Depreciation	21,569	15,820
Pension finance cost	19,000	23,000
Maintenance of premises and equipment	103,919	99,039
Rates	14,231	12,539
Water rates	6,106	8,287
Energy	67,957	72,518
Catering	118,116	129,102
Finance costs	25	75
Insurance	22,309	52,515
Travel and subsistence including school transport	190,531	188,885
Operating lease rentals	5,433	5,991
Technology costs	73,495	74,740
Other support costs	239,179	256,707
	<b>1,301,345</b>	<i>1,396,654</i>
	<b>4,696,023</b>	<i>4,842,668</i>

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**8. GOVERNANCE COSTS**

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total 2015 £	Total 2014 £
Auditors' remuneration	-	6,000	6,000	7,000
Auditors' non-audit costs	-	1,050	1,050	1,000
Legal and professional fees	-	11,631	11,631	9,690
Governors training / review	-	1,813	1,813	3,083
	-	<b>20,494</b>	<b>20,494</b>	<b>20,773</b>

**9. STAFF**

**a. Staff costs**

Staff costs were as follows:

	2015 £	2014 £
Wages and salaries	2,771,375	2,850,006
Social security costs	196,309	204,618
Other pension costs (Note 20)	436,491	435,214
	<b>3,404,175</b>	<b>3,489,838</b>
Supply teacher costs	69,312	78,433
Staff restructuring costs	60,054	42,413
	<b>3,533,541</b>	<b>3,610,684</b>

**b. Staff severance payments**

Included within staff restructuring costs above are non-statutory / non-contractual severance payments totalling £16,287 (2014 - £42,413). Individually, the payments made were £9,374 and £6,913.

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**9. STAFF (continued)**

**c. Staff numbers**

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

	<b>2015</b>	<i>2014</i>
	<b>No.</b>	<i>No.</i>
Teachers	<b>52</b>	<i>56</i>
Educational Support	<b>23</b>	<i>21</i>
Premises	<b>5</b>	<i>6</i>
Admin	<b>8</b>	<i>9</i>
Catering	<b>4</b>	<i>4</i>
Other (MDS)	<b>1</b>	<i>1</i>
	<hr/> <b>93</b> <hr/>	<hr/> <i>97</i> <hr/>

**d. Higher paid staff**

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

	<b>2015</b>	<i>2014</i>
	<b>No.</b>	<i>No.</i>
In the band £80,001 - £90,000	<b>0</b>	<i>1</i>
In the band £90,001 - £100,000	<b>1</b>	<i>0</i>
	<hr/> <b>1</b> <hr/>	<hr/> <i>1</i> <hr/>

The employee above participated in the Teachers' Pension Scheme.

**10. 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 and the cost for the year ended 31 August 2015 was included within the total paid to the EFA as part of the Risk Protection Arrangement ("RPA") (2014 - separate policy in place costing £1,400). The cost of this insurance is included in the total insurance cost.

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**11. GOVERNORS' REMUNERATION AND EXPENSES**

During the year retirement benefits were accruing to 4 governors (2014 - 4) in respect of defined benefit pension schemes.

Mrs S A Davies, Staff Governor	£5,000 - £10,000 (2014 - £5,000 - £10,000)
Miss E Bennett, Staff Governor	£5,000 - £10,000 (2014 - £5,000 - £10,000)
Ms C J Mablethorpe, Staff Governor	£nil (2014 - £0 - £5,000)
Mr M A Guest, Head Teacher	£15,000 - £20,000 (2014 - £10,000 - £15,000)
Mrs L R Donnelly, Staff Governor	£0 - £5,000 (2014 - £nil)

One or more governors has been paid remuneration or has received other benefits from an employment with the academy. The Head Teacher and other staff governors only receive remuneration in respect of services they provide undertaking the roles of Head Teacher 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 for the period they were governors was as follows:

	<b>2015</b>	<i>2014</i>
	<b>£</b>	<b>£</b>
Mrs S A Davies, Staff Governor	<b>50,000-55,000</b>	<i>45,000-50,000</i>
Miss E Bennett, Staff Governor	<b>40,000-45,000</b>	<i>35,000-40,000</i>
Ms C J Mablethorpe, Staff Governor		<i>10,000-15,000</i>
Mr M A Guest, Head Teacher	<b>90,000-95,000</b>	<i>85,000-90,000</i>
Mrs L R Donnelly, Staff Governor	<b>5,000-10,000</b>	

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

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

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**12. TANGIBLE FIXED ASSETS**

	Freehold Land and Buildings £	Furniture and Equipment £	Motor Vehicles £	Total £
<b>Cost</b>				
At 1 September 2014	9,111,000	131,139	8,000	9,250,139
Additions	-	22,185	-	22,185
Disposals	-	(7,995)	-	(7,995)
At 31 August 2015	<u>9,111,000</u>	<u>145,329</u>	<u>8,000</u>	<u>9,264,329</u>
<b>Depreciation</b>				
At 1 September 2014	-	18,598	2,286	20,884
Charge for the year	-	20,426	1,143	21,569
On disposals	-	(1,047)	-	(1,047)
At 31 August 2015	<u>-</u>	<u>37,977</u>	<u>3,429</u>	<u>41,406</u>
<b>Net book value</b>				
At 31 August 2015	<u>9,111,000</u>	<u>107,352</u>	<u>4,571</u>	<u>9,222,923</u>
At 31 August 2014	<u>9,111,000</u>	<u>112,541</u>	<u>5,714</u>	<u>9,229,255</u>

Freehold Land and Buildings are stated at the valuation provided to the Academy by the EFA on conversion. The valuation includes land of £1,561,000 (2014 - £1,561,000) which is not depreciable.

**13. DEBTORS**

	2015 £	2014 £
Trade debtors	15,880	31,653
VAT recoverable	9,377	29,048
Prepayments and accrued income	46,216	54,338
	<u>71,473</u>	<u>115,039</u>

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

	2015 £	2014 £
Trade creditors	51,599	60,080
Accruals and deferred income	55,172	47,518
	<u>106,771</u>	<u>107,598</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**14. CREDITORS:**  
**Amounts falling due within one year (continued)**

	£
<b>Deferred income</b>	
Deferred income at 1 September 2014	7,037
Resources deferred during the year	33,126
Amounts released from previous years	(7,037)
	<hr/>
Deferred income at 31 August 2015	<b>33,126</b>
	<hr/> <hr/>

At the balance sheet date, the Academy had received Rates Relief in advance of payments made and Transport income relating to the Autumn term 2015/16.

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**15. STATEMENT OF FUNDS**

	Brought Forward £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
<b>Unrestricted funds</b>						
General Funds	1,929	369,263	(382,540)	17,938	-	6,590
<b>Restricted funds</b>						
General Annual Grant (GAG)	997,601	3,833,935	(3,780,161)	(32,628)	-	1,018,747
Other EFA grants	-	136,549	(136,549)	-	-	-
Other government grants	-	176,883	(176,883)	-	-	-
Other restricted income	-	6,504	(6,504)	-	-	-
School fund	59,987	142,001	(158,767)	-	-	43,221
Pension reserve	(1,017,000)	-	(36,000)	-	(1,000)	(1,054,000)
	<u>40,588</u>	<u>4,295,872</u>	<u>(4,294,864)</u>	<u>(32,628)</u>	<u>(1,000)</u>	<u>7,968</u>
<b>Restricted fixed asset funds</b>						
Unspent EFA grants	18,091	17,809	(18,091)	-	-	17,809
Assets transferred on conversion	9,116,714	-	(1,143)	-	-	9,115,571
Capital expenditure from GAG	84,382	-	(15,280)	14,690	-	83,792
Capital expenditure from LA grants	11,680	-	(2,064)	-	-	9,616
Capital expenditure from EFA grants	16,479	-	(2,535)	-	-	13,944
	<u>9,247,346</u>	<u>17,809</u>	<u>(39,113)</u>	<u>14,690</u>	<u>-</u>	<u>9,240,732</u>
Total restricted funds	<u>9,287,934</u>	<u>4,313,681</u>	<u>(4,333,977)</u>	<u>(17,938)</u>	<u>(1,000)</u>	<u>9,248,700</u>
Total of funds	<u><u>9,289,863</u></u>	<u><u>4,682,944</u></u>	<u><u>(4,716,517)</u></u>	<u><u>-</u></u>	<u><u>(1,000)</u></u>	<u><u>9,255,290</u></u>

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**15. STATEMENT OF FUNDS (continued)**

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

**Unrestricted funds:**

**General funds** - those resources which may be used towards meeting any of the objects of the academy at the discretion of the governors. These have not been designated for particular purposes.

**Restricted funds:**

**General Annual Grant (GAG)** - made up of a number of different funding streams from the EFA, all of which are to be used to cover the running costs of the academy.

**Other EFA grants** - represent EFA grants received for specific purposes.

**Other restricted funds / School fund** - represents other income received which must be used for the specific purposes intended.

**Pension reserve** - represents the current deficit balance of the Local Government Pension Scheme (LGPS).

**Restricted fixed asset funds:**

**Unspent EFA grants** - represents unspent grants received for which the specific purpose of capital expenditure has been imposed by the funder.

**Assets transferred on conversion** - represents land, buildings and other assets transferred to the academy by the Local Authority upon conversion.

**Capital expenditure from GAG / LA / EFA grants** - represents the net book value of fixed assets acquired using GAG income, Local Authority grants and DFC grants from the EFA.

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.

**SUMMARY OF FUNDS**

	Brought Forward £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
General funds	1,929	369,263	(382,540)	17,938	-	6,590
Restricted funds	40,588	4,295,872	(4,294,864)	(32,628)	(1,000)	7,968
Restricted fixed asset funds	9,247,346	17,809	(39,113)	14,690	-	9,240,732
	<u>9,289,863</u>	<u>4,682,944</u>	<u>(4,716,517)</u>	<u>-</u>	<u>(1,000)</u>	<u>9,255,290</u>

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

	Unrestricted funds 2015 £	Restricted funds 2015 £	Restricted fixed asset funds 2015 £	Total funds 2015 £	Total funds 2014 £
Tangible fixed assets	-	-	9,222,923	9,222,923	9,229,255
Current assets	6,590	1,168,739	17,809	1,193,138	1,185,206
Creditors due within one year	-	(106,771)	-	(106,771)	(107,598)
Provisions for liabilities and charges	-	(1,054,000)	-	(1,054,000)	(1,017,000)
	<u>6,590</u>	<u>7,968</u>	<u>9,240,732</u>	<u>9,255,290</u>	<u>9,289,863</u>

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

	2015 £	2014 £
Net incoming resources before revaluations	(33,573)	564,473
Returns on investments and servicing of finance	(4,711)	(1,148)
Depreciation of tangible fixed assets	21,569	15,820
Profit on disposal of tangible fixed assets	(547)	-
Capital grants from EFA	(17,809)	(18,091)
(Increase) / decrease in debtors	43,566	(69,143)
Increase / (decrease) in creditors	(827)	(388,531)
FRS 17 adjustments	36,000	48,000
<b>Net cash inflow from operations</b>	<u>43,668</u>	<u>151,380</u>

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

	2015 £	2014 £
<b>Returns on investments and servicing of finance</b>		
Interest received	4,711	1,148
	<u>4,711</u>	<u>1,148</u>
<b>Capital expenditure and financial investment</b>		
Purchase of tangible fixed assets	(22,185)	(50,108)
Proceeds from sale of tangible fixed assets	7,495	-
Capital grants from EFA	17,809	18,091
<b>Net cash inflow/(outflow) capital expenditure</b>	<u>3,119</u>	<u>(32,017)</u>

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

	1 September 2014 £	Cash flow £	Other non-cash changes £	31 August 2015 £
Cash at bank and in hand:	1,070,167	51,498	-	1,121,665
<b>Net funds</b>	<b>1,070,167</b>	<b>51,498</b>	<b>-</b>	<b>1,121,665</b>

**20. 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 Lincolnshire 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.

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

**Teachers' Pension Scheme**

**Introduction**

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

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

**Valuation of the Teachers' Pension Scheme**

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

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**20. PENSION COMMITMENTS (continued)**

- 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 year amounted to £264,000 (2014 - £293,000).

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 £184,000, of which employer's contributions totalled £156,000 and employees' contributions totalled £28,000. The agreed contribution rates for future years are 21% for employers and a maximum of 12.5% for employees.

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

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**20. PENSION COMMITMENTS (continued)**

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

	<b>Expected return at 31 August 2015 %</b>	<b>Fair value at 31 August 2015 £</b>	<i>Expected return at 31 August 2014 %</i>	<i>Fair value at 31 August 2014 £</i>
Equities	3.80	778,000	6.30	640,000
Bonds	3.80	135,000	3.60	109,000
Property	3.80	125,000	4.50	93,000
Cash	3.80	-	3.30	-
Total market value of assets		<u>1,038,000</u>		<u>842,000</u>
Present value of scheme liabilities		<u>(2,092,000)</u>		<u>(1,859,000)</u>
Deficit in the scheme		<u><u>(1,054,000)</u></u>		<u><u>(1,017,000)</u></u>

The amounts recognised in the Balance sheet are as follows:

	<b>2015 £</b>	<b>2014 £</b>
Present value of funded obligations	<b>(2,092,000)</b>	(1,859,000)
Fair value of scheme assets	<b>1,038,000</b>	842,000
Net liability	<u><b>(1,054,000)</b></u>	<u>(1,017,000)</u>

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

	<b>2015 £</b>	<b>2014 £</b>
Current service cost	<b>(173,000)</b>	(129,000)
Interest on obligation	<b>(72,000)</b>	(64,000)
Expected return on scheme assets	<b>53,000</b>	41,000
Total	<u><b>(192,000)</b></u>	<u>(152,000)</u>
Actual return on scheme assets	<u><b>22,000</b></u>	<u>81,000</u>

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**20. PENSION COMMITMENTS (continued)**

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

	<b>2015</b>	<i>2014</i>
	£	£
Opening defined benefit obligation	<b>1,859,000</b>	<i>1,309,000</i>
Current service cost	<b>173,000</b>	<i>129,000</i>
Interest cost	<b>72,000</b>	<i>64,000</i>
Contributions by scheme participants	<b>28,000</b>	<i>31,000</i>
Actuarial (Gains)/losses	<b>(29,000)</b>	<i>333,000</i>
Estimated benefits paid	<b>(11,000)</b>	<i>(7,000)</i>
	<b>2,092,000</b>	<i>1,859,000</i>

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

	<b>2015</b>	<i>2014</i>
	£	£
Opening fair value of scheme assets	<b>842,000</b>	<i>610,000</i>
Expected return on assets	<b>53,000</b>	<i>41,000</i>
Actuarial gains and (losses)	<b>(30,000)</b>	<i>63,000</i>
Contributions by employer	<b>156,000</b>	<i>104,000</i>
Contributions by employees	<b>28,000</b>	<i>31,000</i>
Estimated benefits paid	<b>(11,000)</b>	<i>(7,000)</i>
	<b>1,038,000</b>	<i>842,000</i>

The cumulative amount of actuarial gains and losses recognised in the Statement of Total Recognised Gains and Losses was £384,000 (2014 - £383,000).

The academy expects to contribute £162,000 to its defined benefit pension scheme in 2016.

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

	<b>2015</b>	<i>2014</i>
Equities	<b>75.00 %</b>	<i>76.00 %</i>
Bonds	<b>13.00 %</b>	<i>13.00 %</i>
Property	<b>12.00 %</b>	<i>11.00 %</i>

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

	<b>2015</b>	<i>2014</i>
Discount rate for scheme liabilities	<b>3.80 %</b>	<i>3.70 %</i>
Expected return on scheme assets at 31 August	<b>3.80 %</b>	<i>5.80 %</i>
Rate of increase in salaries	<b>4.10 %</b>	<i>4.00 %</i>
Rate of increase for pensions in payment / inflation	<b>2.70 %</b>	<i>2.70 %</i>

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**20. 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:

	<b>2015</b>	2014
Retiring today		
Males	<b>22.2 years</b>	22.2 years
Females	<b>24.4 years</b>	24.4 years
Retiring in 20 years		
Males	<b>24.5 years</b>	24.5 years
Females	<b>26.8 years</b>	26.8 years

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

Defined benefit pension schemes

	<b>2015</b>	2014	2013
	<b>£</b>	<b>£</b>	<b>£</b>
Defined benefit obligation	<b>(2,092,000)</b>	(1,859,000)	(1,309,000)
Scheme assets	<b>1,038,000</b>	842,000	610,000
Deficit	<b>(1,054,000)</b>	(1,017,000)	(699,000)
Experience adjustments on scheme liabilities	<b>29,000</b>	(333,000)	(151,000)
Experience adjustments on scheme assets	<b>(30,000)</b>	63,000	38,000

**21. CONTINGENT LIABILITIES**

In the event of Sir William Robertson Academy ceasing to operate as an academy, provisions are included in the funding agreement relating to the clawback of assets and monies paid to the academy.

**22. RELATED PARTY TRANSACTIONS**

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

**SSAT (The Schools Network) Limited ("SSAT")**

Mrs S M Paddock, a governor, is also a minority shareholder of SSAT. During the year, the academy invoiced SSAT for £300, which is outstanding and included within trade debtors, and received net invoices of £1,065 of which £nil is outstanding at the year-end.

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**23. AGENCY ARRANGEMENTS**

During the year, the academy acted as agent in respect of 16-18 Bursary funding received from the EFA. The academy received 16-18 Bursary funding of £7,884 and expended £7,298 leaving a balance of £586 included within deferred income.