

REDMOOR ACADEMY
(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2015

REDMOOR ACADEMY
(A Company Limited by Guarantee)

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

Members and Trustees

A Boak¹
J Hudson, Chair
H Earp¹

Trustees

J Kaye²
P Bailey¹
S Warr (resigned 24 August 2015)²
I Thornton²
L Barnes, Staff Trustee (resigned 22 June 2015)²
A Fortune, Staff Trustee¹
J Shilladay¹
A Coombs, Principal and Accounting Officer¹
R Mackinder (appointed 31 October 2014, resigned 7 May 2015)¹
N Holt (appointed 14 October 2015)
M Stanhope (appointed 14 October 2015)
J Kealy (appointed 9 September 2015)

¹ Finance and General Purposes Committee

² School Standards Committee

Company registration number

07992372

Principal and registered office

Wykin Road
Hinckley
Leicestershire
LE10 OEP

Senior leadership team

A Coombs, Principal
A Wright, Vice Principal
P Avent, Vice Principal
A Fortune, Assistant Vice Principal
S Wilson, Business Manager (retired 31 August 2015)
J Sulley, Business Manager (appointed 1 September 2015)

Independent auditor

MHA MacIntyre Hudson
Chartered Accountants
Statutory Auditors
11 Merus Court
Meridian Business Park
Leicester
LE19 1RJ

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

Administrative details (continued)

Bankers

Royal Bank of Scotland Plc
5 Market Street
Leicester
LE1 6DN

Solicitors

Brethertons Solicitors LLP
Strathmore House
Waterperry Court
Middleton Road
Banbury
OX16 4QD

REDMOOR ACADEMY
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2015

The Trustees (who are also Directors of the charity for the purposes of the Companies Act) present their Annual Report together with the audited Financial Statements of Redmoor Academy (the Academy) for the year ended 31 August 2015. The Trustees confirm that the Annual Report and Financial Statements of the Academy comply with 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 Trust operates an Academy for pupils aged 11 to 16 serving a catchment area in Hinckley, Leicestershire. It has a pupil capacity of 740 and had a roll of 542 in the school census on 1 October 2015.

STRUCTURE, GOVERNANCE AND MANAGEMENT

CONSTITUTION

The Academy Trust 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 Trust.

The Trustees of Redmoor Academy are also the Directors of the charitable company for the purposes of company law. The Charitable Company is known as Redmoor Academy.

Details of the Trustees who served throughout the year except as noted 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.

TRUSTEES INDEMNITIES

Trustees benefit from indemnity insurance to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust. The cost of this insurance in the year was £1,243 (2014 - £1,243).

METHOD OF RECRUITMENT AND APPOINTMENT OR ELECTION OF TRUSTEES

Recruitment of Trustees is outlined in the Articles of Association. The Members may appoint up to 4 Trustees. The Trustees may co-opt up to 4 Trustees. The appointment of Staff Trustees, 3 is via the process of a staff ballot. Appointment of Parent Trustees, 5 is made via parent ballot. The Academy's Principal is a Trustee by right.

POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

Trustee training is through a menu of extensive specialised training available via the Leicestershire County Council's 'Governor Development Services' which the Trust buys into on an annual basis. They include training courses tailored specifically for new Trustees. The Academy has also produced a comprehensive 'Trustees' Induction Handbook'. Meetings with the Chair of Trustees, the Principal, and the Business Manager are on offer to all new Trustees.

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

ORGANISATIONAL STRUCTURE

The Trust has at present 3 members who are responsible for the overall running of the Trust. They also have the strategic role monitoring the current and future direction of the Academy. They are in turn responsible to the Full Governing Body. They have a responsibility to produce an Annual Report to the Auditor and to recommend to the Full Governing Body the allocation of the annual budget received from the Education Funding Agency. The structure is made up of:

1. Three Trust Members who are also members of the Full Governing Body;
2. The Full Governing Body;
3. A committee structure consisting of :-

3a Finance and General Purposes Committee

- Remit includes Finance and Personnel;
- Membership is comprised of self-selecting Trustees; and
- The committee meets six times per year or, more frequently as required.

3b School Standard Committees

- Remit includes Attainment, Behaviour & Safety and Teaching & Learning;
- Membership comprised of self-selecting Trustees; and
- The committee meets six times per year or, more frequently as required.

3c Health and Safety Standing Committee

- Membership comprised of Chair of Trustees, Principal, and Site Manager; and
- Report to appropriate committee and/or Full Governing Body.

3d Principal's Annual Performance Review Panel

- Membership comprised of three Trustees selected by Trust Members; and
- Recommendations made to Finance and General Purposes Committee.

3e Pay and Conditions Committee

- Membership comprised of three Trustees selected by Trust Members;
- Meets when recommendations from the Principal regarding pay need to be considered. Pay recommendations follow performance management and all only recommended when targets have been met. Senior Leadership Team members (key management personnel) are performance managed by an external advisor and recommendations are based on this; and
- Meets when required to consider recommendations regarding Pay and Conditions.

Other standing committees

3f Staff Dismissal, Staff Dismissal Appeals, Exclusions, Exclusion Appeals, Complaints, Staff Appointment, Pupil Discipline Panel

- Membership comprised of Trustees but not Staff Trustees and Trustees previously involved with the individual case. They will meet as required.

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

Other identified Roles for Trustees

- SEND Governor
- Link Governor
- Safeguarding Governor
- Healthy Choices - Sex and Drugs Governor

Where applicable all the committees are subject to annually agreed 'Terms of Reference' or relevant policy/procedure documents.

The Trustees' role is to robustly hold senior leaders to account for all aspects of the school's performance.

The Principal and the Senior Leadership Team are responsible for providing effective leadership and efficient and effective management of the school. To work within budget having regard to the Academy Development Plan. Any expenditure over £5,000 has to be signed off by a Trustee Member. The Trust's Accounting Officer is Mr Andrew Coombs – Principal.

RELATED PARTIES AND OTHER CONNECTED CHARITIES AND ORGANISATIONS

The Academy continues to work closely with the local family of schools including Primary and Secondary schools. Literacy groups have been set up. The Academy successfully applied for a change of age range with the first Year 10 students starting in September 2015. The school is a strategic partner of the Thomas Estley Learning Alliance (TELA).

OBJECTIVES AND ACTIVITIES

OBJECTIVES AND AIMS

Redmoor Academy promotes high achievement and learning for life. We want all students in the Academy to:

- Realise their full potential in all areas of the curriculum;
- Gain advanced technological skills;
- Be self-disciplined and take responsibility for their own learning and actions;
- Be adaptable for the modern world;
- Become highly motivated lifelong learners; and
- Have high self-esteem – respecting themselves, others and the environment.

OBJECTIVES, STRATEGIES AND ACTIVITIES

- Assessment for learning / tracking student progress;
- Focus on Literacy;
- Curriculum Development;
- Academy Status;
- Developing an 11 to 16 school;
- Focus on Numeracy;
- Intervention – small group support; and
- Focus on Teaching.

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

PUBLIC BENEFIT

In setting objectives the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to the supplementary public benefit guidance on advancing education.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

The Academy Trust is responsible for the achievements and performance of Redmoor Academy. With the School Leadership Team, they determine the strategic vision and ethos of the school. They hold the school to account – challenging and monitoring performance particularly the achievement of pupils, the quality of teaching, behaviour and safety, quality of leadership and management, ensuring financial probity and acting as a responsible employer.

Redmoor Academy is a very high performing Academy. Attainment is significantly above national average and progress by individuals and groups of individuals is exceptional. Student attendance is very high with little or no variation between groups of individuals. The quality of teaching is exceptional with all lessons judged to be at least good and many outstanding. As a result progress is rapid. Behaviour remains exceptional and the school, as a National Support School, continues to support other schools to raise their standards of achievement. At the time of the last inspection, the work of the Academy Trust was judged to be good.

KEY PERFORMANCE INDICATORS

Financial reports and budget updates and projections presented to the Finance Committee have shown that the Academy has continued to stay within budget. There has been a substantial reordering of the internal rooms and an additional four teaching areas have been created. The Academy received a small grant from the LA which has been used to part fund an additional four classrooms.

Lesson observations coupled with the staff annual performance reviews and constant professional development has ensured that the high standard of teaching has been maintained. The teaching standards were judged to be Good or Outstanding. Attainment has improved year on year.

GOING CONCERN

After making appropriate enquires, the Board of Trustees 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. In 2015/16 the Academy will receive LAG funding for 30 additional students admitted in 2014/15 and in 2016/17 for a further additional 40 students admitted in 2015/16. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies and note 31.

FINANCIAL REVIEW

Policies adopted this year are the Finance Policy, Maternity Policy and Flexible Working policy.

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

RESERVES POLICY

The policy of the Academy is to carry forward where possible a prudent level of resources designed to meet the long term cyclical needs of renewal and any other unforeseen circumstances, subject to the constraint that the level of resources does not exceed the level permitted by the Education Funding Agency. The Academy believes that it should aim to establish a prudent level of free reserves of around 5% of its normal annual income. For the year 2015/16 this may not be possible due to the way the funding from the EFA is calculated, we are educating 545 pupils on a budget for 509.

At 31 August 2015 the total funds comprised:

	£'000
Unrestricted	-
Restricted:	
Fixed asset funds	7,085
GAG	(73)
Pension reserve	<u>(1,023)</u>
	<u>5,989</u>

The deficit on the pension reserve relates to the non-teaching staff pension scheme where, unlike the teachers scheme, separate assets are held to fund future liabilities. The deficit can be met in the longer term from any combination of increased employer or employee contributions, increased government funding or changes to scheme benefits. The restricted funds will be spent in accordance with the terms of the particular funds. Unrestricted funds are for use on the general purposes of the Academy, at the discretion of the Governors, and represent less than one month's worth of Academy expenditure. The aim of the Governors is to increase this reserve to meet future working capital requirements.

INVESTMENT POLICY

To mitigate against the uncertainties that conversion to Academy Status could bring the Trustees have adopted a policy that the Academy would not consider investment at this stage but retain a generous level of contingency to take us through uncharted waters.

PRINCIPAL RISKS AND UNCERTAINTIES

The principal risks facing the Academy are addressed in the Business Continuity Plan and include:

- Strategic and Reputational risks;
- Operational risks;
- Compliance risks; and
- Financial risks.

Control measures are in place to manage and identify risks, the key risks being that of reduced pupil numbers, that would affect the level of EFA funding, and future Government cuts. Active promotion of the Academy is robustly maintained and through regular reports to the Finance Committee, the budget is monitored carefully over a 3 year projected period to manage any reduction in funding.

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

The principal risks facing the Academy are:

- Reputational risk- The principal reputational risks are adverse publicity about the Academy caused by a failure of members of the school to follow established policy, procedures or practice. The risk is mitigated through a robust adherence to and monitoring of the Academy's policies, procedures and practices. In addition, the Academy proactively nurtures good relationships with all stakeholders, including parents and the local community;
- Performance risk- The principal performance risks are that the students do not meet government floor standards in public examinations or that the school doesn't achieve a "Good" grading or better by OFSTED. The risks are mitigated through the robust monitoring of student performance, tracking of student achievement and staff performance, through Performance Management, the production of an accurate and up-to-date SEF and Improvement Plans. Identified actual or potential underperformance will result in swift and appropriate action planning to correct the situation;
- Financial Risk– The principal financial risks are a reduction in pupil numbers, reduction in central government funding, unbudgeted increase in teaching or support staff costs, or unbudgeted major capital repairs. The financial risks are mitigated by establishing high demand for places at the Academy, sound financial planning based on accurate information from central government. Increasing income streams by trading expertise locally and nationally and a planned and costed programme of building refurbishment. Insurance against loss options are considered and adopted as appropriate; and
- Risks associated with personnel- The risks associated with personnel are long term absences, the failure to recruit or retain staff and staff unable to undertake responsibilities to the required standard. The personnel risks are mitigated by strict adherence to all HR policies, practice and procedures, meeting Investors in People Standards, high quality induction programmes and high quality continuing profession dialogues. In addition, the Academy has a positive approach to job knowledge and succession planning.

The Academy Trust practices through its Board, namely the Governing Body and the constituted sub-committees, risk management principles. Any major risks highlighted at any sub-committee are brought to the main Board with proposed mitigating actions and they continue to be reported until the risk is adequately mitigated.

The Governing Body accepts managed risk as an inevitable part of its operations but maintains an objective not to run unacceptable levels of risk in any area. The subjective nature of this process requires major risks to be resolved by the Governing Body collectively, whilst more minor risks are dealt with by senior executive officers.

PLANS FOR FUTURE PERIODS

The Academy is undergoing a major age range change. Students will sit the first GCSE papers in June 2017. Preliminary work has begun on the feasibility of providing a sixth form provision while ensuring we continue to provide the high standard of education presently enjoyed by our current students. We continue to forge closer links with our local family of schools including Primary and Secondary schools and continue to explore the benefits of becoming a Multi-Academy Trust.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

No such funds are held.

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

DISCLOSURE OF INFORMATION TO AUDITOR

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be 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 Trustees, as the company directors, on 16 December 2015 and signed on the board's behalf by:

.....
A Boak
Chair of Trustees

.....
A Coombs
Accounting Officer

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GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

As Trustees, we acknowledge we have overall responsibility for ensuring that Redmoor 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 Trustees 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 Redmoor Academy and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

GOVERNANCE

The information on governance included here supplements that described in the Trustees' Report and in the Trustees' Responsibilities Statement. The Board of Trustees has formally met 5 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
A Boak	5	5
J Hudson	5	5
H Earp	5	5
J Kaye	4	5
P Bailey	3	5
S Warr	4	5
I Thornton	4	5
L Barnes	4	5
A Fortune	4	5
J Shilladay	4	5
A Coombs	5	5
R Mackinder	0	4
N Holt	0	0
M Stanhope	0	0
J Kealy	0	0

There have been four resignations from the Board during 2014/15, Mrs Barnes 22/6/2015, Mrs Warr 24/8/2015, Mr MacKinder 7/5/2015 and Mrs Snape 3/12/2014.

Governance reviews

The Trustees use Governor Development Services to ensure that all training requirements for Governors are met. Each Governor has a Governor Training Record. Each term our Link Governor issues a newsletter, "Governing Body Training Focus", this highlights current issues and offers the relevant training.

External evaluation is carried out as part of the reviews of leadership at Redmoor.

As a result of new legislation and evaluations, a Pay Committee has been formed.

The Trustees meet on a half termly basis and report their findings to the Governing Body; the most recent meeting was on 29 October 2015. The next meeting will be Autumn term 2015.

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GOVERNANCE STATEMENT (continued)

The Finance and General Purposes Committee is a sub-committee of the main Board of Trustees. Its purpose is to assist in the decision making of the Governing Body, by enabling more detailed consideration to be given to the best means of fulfilling the Governing Body's responsibility to ensure sound management of the Academy's finances and resources, including proper planning, monitoring and probity.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
A Boak	6	7
J Shilladay	5	7
A Coombs	7	7
H Earp	7	7
A Fortune	6	7
J Hudson	1	3
P Bailey	6	7
R Mackinder	0	3

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 the 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 obtaining quotations, competitive tendering and installing solar panels, by bringing payroll in house, therefore saving outsourcing costs and by the Facilities Manager project managing all works, saving a minimum of 10% on each building/maintenance project.

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 Redmoor Academy for the year ended 31 August 2015 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The Board of Trustees 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 Trustees 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 ended 31 August 2015 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

THE RISK AND CONTROL FRAMEWORK

The Academy'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:

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GOVERNANCE STATEMENT (continued)

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- regular reviews by the Finance and General Purposes 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; and
- identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided to appoint Leicestershire County Council as internal auditor.

The auditor's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. On an annual basis, the auditor reports to the Board of Trustees, through the Finance and General Purposes Committee on the operation of the systems of control and on the discharge of the Board of Trustees financial responsibilities.

For the year 2014/15 the internal auditor has delivered the schedule of work as planned. The points raised are available on request from the Academy.

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 internal auditor;
- the work of the external auditor; and
- 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 General Purposes 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 Trustees on 16 December 2015 and signed on its behalf, by:

.....
A Boak
Chair of Trustees

.....
A Coombs
Accounting Officer

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STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Redmoor Academy I have considered my responsibility to notify the Academy Board of Trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the Academy and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook.

I confirm that I and the Academy Board of Trustees 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.

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

.....
A Coombs
Accounting Officer

Date: 16 December 2015

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TRUSTEES' RESPONSIBILITIES STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- 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 Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

Approved by order of the members of the Board of Trustees on 16 December 2015 and signed on its behalf by:

.....
A Boak
Chair of Trustees

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF REDMOOR ACADEMY

We have audited the financial statements of Redmoor 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 Board of Trustees, 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 Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy's Board of Trustees for our audit work, for this report, or for the opinion we have formed.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITOR

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (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 Trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

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

EMPHASIS OF MATTER-GOING CONCERN

In forming our opinion on the financial statements, which is not modified, we have considered the adequacy of the disclosure made in note 31 to the financial statements concerning the Academy's ability to continue as a going concern. The matters explained in this note relating to the deficit after depreciation and before actuarial gains of £118,000, indicate the existence of a material uncertainty which may cast significant doubt about the Academy's ability to continue as a going concern. The financial statements do not include any adjustments that

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF REDMOOR ACADEMY

would result if the Academy was unable to continue as a going concern.

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

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

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

Robert Nelson BA FCA DChA (Senior Statutory Auditor)

for and on behalf of

MHA MacIntyre Hudson

Chartered Accountants
Statutory Auditors

11 Merus Court
Meridian Business Park
Leicester
LE19 1RJ
Date:

REDMOOR ACADEMY
(A Company Limited by Guarantee)

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

In accordance with the terms of our engagement letter dated 7 August 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 Redmoor Academy during the year ended 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 Redmoor Academy and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Redmoor 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 Redmoor Academy and EFA, for our work, for this report, or for the conclusion we have formed.

RESPECTIVE RESPONSIBILITIES OF REDMOOR ACADEMY'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT

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

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2014 to 2015. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year ended 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 our conclusions includes:

- A review of the objectives and activities of the Academy, with reference to the income streams and other information available to us as auditors of the Academy.
- Testing of a sample of grants received and other income streams.
- Testing of a sample of payments to suppliers and other third parties.
- Testing of a sample of payroll payments to staff.
- Evaluating the internal control procedures and reporting lines, and testing as appropriate.

REDMOOR ACADEMY
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO REDMOOR ACADEMY AND THE EDUCATION FUNDING AGENCY (continued)

- Reviewing the Minutes of the meetings of the Governing Body and other evidence made available to us, relevant to our consideration of regularity.

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 ended 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.

MHA MacIntyre Hudson

Chartered Accountants
Statutory Auditors

11 Merus Court
Meridian Business Park
Leicester
LE19 1RJ

Date:

REDMOOR 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	1	-	-	1	2
Activities for generating funds	3	261	-	-	261	179
Investment income	4	-	-	-	-	1
Incoming resources from charitable activities:						
Funding for the Academy Trust's Educational Operations	5	1	2,780	123	2,904	3,020
TOTAL INCOMING RESOURCES		263	2,780	123	3,166	3,202
RESOURCES EXPENDED						
Costs of generating funds:						
Costs of activities for generating funds	6	218	-	-	218	209
Charitable activities:						
Academy Trust's Educational Operations	7	-	2,924	153	3,077	2,878
Governance costs	8	-	10	-	10	17
TOTAL RESOURCES EXPENDED	9	218	2,934	153	3,305	3,104
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS, CARRIED FORWARD		45	(154)	(30)	(139)	98

REDMOOR ACADEMY
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (continued)
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
NET INCOMING / (OUTGOING) RESOURCES BEFORE TRANSFERS, BROUGHT FORWARD		45	(154)	(30)	(139)	98
Transfers between funds	19	(174)	(109)	283	-	-
NET INCOME / (EXPENDITURE) FOR THE YEAR		(129)	(263)	253	(139)	98
Actuarial gains/(losses) on defined benefit pension schemes		-	17	-	17	(341)
NET MOVEMENT IN FUNDS FOR THE YEAR		(129)	(246)	253	(122)	(243)
Total funds at 1 September 2014		129	(850)	6,832	6,111	6,354
TOTAL FUNDS AT 31 AUGUST 2015		-	(1,096)	7,085	5,989	6,111

All activities derive from continuing operations during the above two financial periods.

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

The notes on pages 23 to 42 form part of these financial statements.

REDMOOR ACADEMY
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07992372

BALANCE SHEET
AS AT 31 AUGUST 2015

	Note	£000	2015 £000	£000	2014 £000
FIXED ASSETS					
Tangible assets	15		7,085		6,832
CURRENT ASSETS					
Debtors	16	167		269	
Cash at bank		9		62	
			<u>176</u>	<u>331</u>	
CREDITORS: amounts falling due within one year	17	(226)		(51)	
NET CURRENT (LIABILITIES)/ASSETS			<u>(50)</u>		280
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>7,035</u>		7,112
CREDITORS: amounts falling due after more than one year	18		<u>(23)</u>		(30)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITY			<u>7,012</u>		7,082
Defined benefit pension scheme liability	25		<u>(1,023)</u>		(971)
NET ASSETS INCLUDING PENSION SCHEME LIABILITY			<u><u>5,989</u></u>		<u>6,111</u>
FUNDS OF THE ACADEMY					
Restricted funds:					
Restricted funds	19	(73)		121	
Restricted fixed asset funds	19	7,085		6,832	
			<u>7,012</u>	<u>6,953</u>	
Restricted funds excluding pension liability					
Pension reserve		(1,023)		(971)	
			<u>(1,023)</u>	<u>(971)</u>	
Total restricted funds			<u>5,989</u>		5,982
Unrestricted funds	19		-		129
TOTAL FUNDS			<u><u>5,989</u></u>		<u>6,111</u>

The financial statements were approved by the Trustees, and authorised for issue, on 16 December 2015 and are signed on their behalf, by:

.....
A Boak
Chair of Trustees

.....
A Coombs
Accounting Officer

The notes on pages 23 to 42 form part of these financial statements.

REDMOOR 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	21	292	(63)
Returns on investments	22	-	1
Capital expenditure and financial investment	22	(338)	(84)
CASH OUTFLOW BEFORE FINANCING		(46)	(146)
Financing	22	(7)	6
DECREASE IN CASH IN THE YEAR		(53)	(140)

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

	2015 £000	2014 £000
Decrease in cash in the year	(53)	(140)
Cash inflow/(outflow) from increase/(decrease) in debt and lease financing	7	(6)
MOVEMENT IN NET FUNDS/(DEBT) IN THE YEAR	(46)	(146)
Net funds at 1 September 2014	25	171
NET (DEBT)/FUNDS AT 31 AUGUST 2015	(21)	25

The notes on pages 23 to 42 form part of these financial statements.

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. A summary of the principal accounting policies, which have been applied consistently, except where noted, is set out below.

1.2 Going concern

The Trustees 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 Trustees make this assessment in respect of a period of one year from the date of approval of the financial statements. Note 31 includes further details in relation to going concern issues. In the opinion of the Trustees, the Academy will continue as a going concern.

1.3 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 Trustees.

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

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

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

1.4 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 restricted funds.

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 sheet in restricted funds.

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

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

1. ACCOUNTING POLICIES (continued)

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.

1.5 Resources expended

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

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

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

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

All resources expended are inclusive of irrecoverable VAT.

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.

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

Long leasehold Property	-	2% Straight line
Property improvements	-	2% Straight line
Plant and machinery	-	20% Straight line
Fixtures and fittings	-	10% Straight line
Computer equipment	-	25% Straight line

The value of land included in long leasehold property is not being depreciated.

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.

REDMOOR ACADEMY
(A Company Limited by Guarantee)

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

1. ACCOUNTING POLICIES (continued)

1.8 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.

1.9 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 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 25, 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. Actuarial gains and losses are recognised immediately in other gains and losses.

2. VOLUNTARY INCOME

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Voluntary income	1	-	1	2

REDMOOR 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 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Music services income	3	-	3	5
Solar panel income	2	-	2	-
Hire of facilities	5	-	5	5
Catering income	216	-	216	159
ipad income	30	-	30	10
Other income	5	-	5	-
	<u>261</u>	<u>-</u>	<u>261</u>	<u>179</u>

4. INVESTMENT INCOME

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Interest receivable	-	-	-	1
	<u>-</u>	<u>-</u>	<u>-</u>	<u>1</u>

REDMOOR ACADEMY
(A Company Limited by Guarantee)

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

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 revenue grants				
General Annual Grant (GAG)	-	2,340	2,340	2,238
Pupil Premium	-	101	101	85
Capital grants	-	13	13	243
Other EFA/DfE grants	-	51	51	39
	-	2,505	2,505	2,605
Other government grants				
Local Authority income	-	221	221	59
	-	221	221	59
Other funding				
School trips and parental contributions	-	134	134	177
Other non government grants	-	3	3	29
National leader of education	-	23	23	11
Insurance claims and reimbursement	-	4	4	-
Leamis recharges	-	-	-	7
Newman University grant	-	-	-	132
Other income	1	13	14	-
	1	177	178	356
	1	2,903	2,904	3,020

6. COSTS OF GENERATING VOLUNTARY AND OTHER INCOME

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Music services costs	-	-	-	2
Catering costs	105	-	105	102
Catering salaries	109	-	109	105
ipad repair costs	4	-	4	-
	218	-	218	209

REDMOOR ACADEMY
(A Company Limited by Guarantee)

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	1,370	1,414
National insurance	92	59
Pension cost	257	205
Depreciation	153	134
Educational supplies	16	13
Examination fees	3	-
Other direct costs	108	121
	<hr/> 1,999	<hr/> 1,946
SUPPORT COSTS - EDUCATIONAL OPERATIONS		
Wages and salaries	440	378
National insurance	21	19
Pension cost	88	69
Pension finance cost (note 14)	19	20
Travel and subsistence	2	5
Maintenance of premises	203	116
Cleaning	5	7
Rent and rates	23	13
Energy costs	40	36
Insurance	43	47
Legal and professional	70	60
Other support costs	124	162
	<hr/> 1,078	<hr/> 932
Total direct and support costs	<hr/> 3,077	<hr/> 2,878

8. GOVERNANCE COSTS

	Total funds 2015 £000	Total funds 2014 £000
Auditors' remuneration - audit services	9	10
Auditors' remuneration - non-audit services	1	2
Legal and professional fees	-	5
	<hr/> 10	<hr/> 17

REDMOOR ACADEMY
(A Company Limited by Guarantee)

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

9. RESOURCES EXPENDED

	Staff costs	Non Pay Expenditure Other costs	Total	Total
	2015 £000	2015 £000	2015 £000	2014 £000
Costs of generating voluntary income	109	109	218	209
Costs of generating funds	109	109	218	209
Educational Operations	1,719	280	1,999	1,946
Support costs	568	510	1,078	932
Charitable activities	2,287	790	3,077	2,878
Governance	-	10	10	17
	2,396	909	3,305	3,104

10. NET INCOMING / (OUTGOING) RESOURCES

This is stated after charging:

	2015 £000	2014 £000
Depreciation		
- owned by the charity	153	134
Auditors' remuneration - audit services	9	10
Auditor's remuneration - non-audit services	1	2
Operating leases	33	21

REDMOOR ACADEMY
(A Company Limited by Guarantee)

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

11. STAFF

a. Staff costs

Staff costs were as follows:

	2015	2014
	£000	£000
Wages and salaries	1,901	1,865
Social security costs	117	80
Other pension costs	352	289
	<hr/>	<hr/>
	2,370	2,234
Pension finance cost (note 14)	19	20
Staff severance payment	5	15
Agency costs	2	-
	<hr/>	<hr/>
	2,396	2,269
	<hr/> <hr/>	<hr/> <hr/>

b. Staff severance payments

Included in wages and salaries is a non-contractual severance payment made by the Academy Trust during the year which amounted to £5,400 (2014 - £15,315).

c. Staff numbers

The average number of persons (including the senior management team) employed by the Academy during the year expressed as full time equivalents was as follows:

	2015	2014
	No.	No.
Teaching staff	29	28
Support staff	32	28
Management	5	5
	<hr/>	<hr/>
	66	61
	<hr/> <hr/>	<hr/> <hr/>

d. Higher paid staff

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

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

The above employee participated in the Teachers' Pension Scheme. During the year ended 31 August 2015, pension contributions for this staff member amounted to £12,422 (2014 - £11,712).

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

12. TRUSTEES' REMUNERATION AND EXPENSES

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

	2015	2014
	£000	£000
Andrew Coombs (Principal) remuneration	85-90	80-85
Andrew Coombs (Principal) pension	10-15	10-15
Andrew Fortune remuneration	40-45	40-45
Andrew Fortune pension	5-10	0-5
Lorraine Barnes remuneration	15-20	20-25
Lorraine Barnes pension	0-5	0-5

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

Other related party transactions including the Trustees is set out in note 27.

13. TRUSTEES' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the Academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £3,000,000 on any one claim and the cost for the year ended 31 August 2015 was £1,243 (2014 - £1,243). The cost of this insurance is included in the total insurance cost.

14. PENSION FINANCE COST

	2015	2014
	£000	£000
Expected return on pension scheme assets	54	38
Interest on pension scheme liabilities	(73)	(58)
	<u>(19)</u>	<u>(20)</u>

REDMOOR ACADEMY
(A Company Limited by Guarantee)

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

15. TANGIBLE FIXED ASSETS

	Long leasehold property £000	Leasehold property improve- ments £000	Plant and machinery £000	Fixtures and fittings £000	Computer equipment £000	Total £000
Cost or valuation						
At 1 September 2014	6,632	368	33	23	81	7,137
Additions	-	323	1	5	77	406
At 31 August 2015	6,632	691	34	28	158	7,543
Depreciation						
At 1 September 2014	253	9	13	3	27	305
Charge for the year	105	10	8	3	27	153
At 31 August 2015	358	19	21	6	54	458
Net book value						
At 31 August 2015	6,274	672	13	22	104	7,085
At 31 August 2014	6,379	359	20	20	54	6,832

Included in long leasehold property is leasehold land at valuation of £1,402,400 (2014 - £1,402,400) which is not depreciated.

16. DEBTORS

	2015 £000	2014 £000
Trade debtors	11	20
VAT recoverable	23	22
Prepayments and accrued income	133	227
	167	269

REDMOOR ACADEMY
(A Company Limited by Guarantee)

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

17. CREDITORS:
Amounts falling due within one year

	2015	2014
	£000	£000
Other loans	7	7
Trade creditors	12	20
Taxation and social security	39	6
Other creditors	63	-
Accruals and deferred income	105	18
	<u>226</u>	<u>51</u>

18. CREDITORS:
Amounts falling due after more than one year

	2015	2014
	£000	£000
Other loans	<u>23</u>	<u>30</u>

Included within the above are amounts falling due as follows:

	2015	2014
	£000	£000
Between two and five years		
Other loans	<u>23</u>	<u>28</u>
Over five years		
Other loans	<u>-</u>	<u>1</u>

Creditors include amounts not wholly repayable within 5 years as follows:

	2015	2014
	£000	£000
Repayable by instalments	<u>-</u>	<u>1</u>

Included in other loans are five salix loans of £29,994 (2014 - £36,354). The loans are interest free and repayable over the next four years.

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

19. STATEMENT OF FUNDS

	Brought forward £000	Incoming resources £000	Resources expended £000	Transfers in/(out) £000	Gains/ (losses) £000	Carried forward £000
Unrestricted funds						
General funds	129	263	(218)	(174)	-	-
Restricted funds						
General Annual Grant (GAG)	-	2,340	(2,470)	12	-	(118)
Other DfE/EFA grants	-	52	(52)	-	-	-
Pupil Premium	-	101	(101)	-	-	-
Capital grants	121	45	-	(121)	-	45
Other Local Authority income	-	43	(43)	-	-	-
Other income	-	199	(199)	-	-	-
Pension reserve	(971)	-	(69)	-	17	(1,023)
	(850)	2,780	(2,934)	(109)	17	(1,096)
Restricted fixed asset funds						
Restricted fixed asset fund	6,832	123	(153)	283	-	7,085
Total restricted funds	5,982	2,903	(3,087)	174	17	5,989
Total of funds	6,111	3,166	(3,305)	-	17	5,989

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

General Annual Grant (GAG)

Funds from the Education Funding Agency for the provision of education, in line with the funding agreement.

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.

Other DfE/EFA grants

Other funds provided by the DfE/EFA for particular purposes within the Academy's educational operations.

Pupil premium

Additional funds from the Education Funding Agency to support their disadvantaged pupils and close the attainment gap between them and their peers. This is allocated for every pupil who receives free school meals.

REDMOOR ACADEMY
(A Company Limited by Guarantee)

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

19. STATEMENT OF FUNDS (continued)

Capital grants

This consists of Devolved Formula Capital (DFC) and other capital funding from the Education Funding Agency. The DFC is to be used for ICT items, improvements to building and other facilities or capital repairs and refurbishments and minor works. Other capital grants are to be used as per the individual terms of the agreement and for the specific capital projects as applied for.

Other income

These consist of restricted income from all other sources to be used primarily for the Academy's educational operations.

Pension reserve

Being the fund in relation to the defined benefit pension scheme liability included in the balance sheet. The fund is in deficit given the nature of the liability, however, this is not payable immediately.

Restricted fixed asset fund

The restricted fixed asset fund was funded predominantly by the funds inherited on conversion to an Academy from the Local Authority following the transfer of assets. It includes further amounts invested in fixed assets.

The Academy is carrying a net deficit of £73,000 on restricted general funds (excluding pension reserve). The deficit arises from necessary expenditure in the year and in advance of the age range change on the 1 September 2015. Recovery of this deficit has been budgeted in the next accounting year.

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	Restricted fixed asset funds	Total funds	Total funds
	2015	2015	2015	2015	2014
	£000	£000	£000	£000	£000
Tangible fixed assets	-	-	7,085	7,085	6,832
Current assets	-	176	-	176	331
Creditors due within one year	-	(226)	-	(226)	(51)
Creditors due in more than one year	-	(23)	-	(23)	(30)
Pension reserve	-	(1,023)	-	(1,023)	(971)
	<u>-</u>	<u>(1,096)</u>	<u>7,085</u>	<u>5,989</u>	<u>6,111</u>
	<u>-</u>	<u>(1,096)</u>	<u>7,085</u>	<u>5,989</u>	<u>6,111</u>

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

21. NET CASH FLOW FROM OPERATING ACTIVITIES

	2015	2014
	£000	£000
Net incoming resources before revaluations	(139)	98
Returns on investments	-	(1)
Depreciation of tangible fixed assets	153	134
Capital grants from DfE	(13)	(105)
Capital grant from Local Authority	(55)	-
Decrease/(Increase) in debtors	102	(149)
Increase/(Decrease) in creditors	175	(75)
FRS 17 pension cost less contributions payable (note 25)	50	15
FRS 17 pension finance income (note 25)	19	20
	<u>292</u>	<u>(63)</u>
Net cash inflow/(outflow) from operations	<u>292</u>	<u>(63)</u>

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

	2015	2014
	£000	£000
Returns on investments and servicing of finance		
Interest received	-	1
	<u>-</u>	<u>1</u>
	2015	2014
	£000	£000
Capital expenditure and financial investment		
Purchase of fixed assets	(406)	(189)
Capital grants from DfE	13	105
Capital grants from Local Authority	55	-
	<u>(338)</u>	<u>(84)</u>
Net cash outflow capital expenditure	<u>(338)</u>	<u>(84)</u>
	2015	2014
	£000	£000
Financing		
Other new loans	-	11
Repayment of other loans	(7)	(5)
	<u>(7)</u>	<u>6</u>
Net cash (outflow)/inflow from financing	<u>(7)</u>	<u>6</u>

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

23. ANALYSIS OF CHANGES IN NET FUNDS/(DEBT)

	1 September 2014 £000	Cash flow £000	Other non-cash changes £000	31 August 2015 £000
Cash at bank and in hand	62	(53)	-	9
Debt:				
Finance leases	-	-	-	-
Debts due within one year	(7)	-	-	(7)
Debts falling due after more than one year	(30)	-	7	(23)
Net funds/(debt)	25	(53)	7	(21)

24. CAPITAL COMMITMENTS

At 31 August 2015 the Academy had capital commitments as follows:

	2015 £000	2014 £000
Contracted for but not provided in these financial statements	-	130

25. 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 Leicestershire County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £39,000 were payable to the scheme at 31 August 2015 (2014 - £Nil) 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.

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

25. PENSION COMMITMENTS (continued)

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; and
- 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 employer pension costs paid to TPS in the period amounted to £164,000 (2014 - £149,000).

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 £179,000, of which employer's contributions totalled £139,000 and employees' contributions totalled £40,000. The agreed contribution rates for future years are 21.7% for employers and between 5.5% and 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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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015

25. PENSION COMMITMENTS (continued)

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

	Expected return at 31 August 2015 %	Fair value at 31 August 2015 £000	Expected return at 31 August 2014 %	Fair value at 31 August 2014 £000
Equities	3.80	723	6.30	636
Bonds	3.80	230	3.30	155
Property	3.80	121	4.50	91
Cash	3.80	22	3.30	27
Total market value of assets		1,096		909
Present value of scheme liabilities		(2,119)		(1,880)
Deficit in the scheme		(1,023)		(971)

The amounts recognised in the Balance Sheet are as follows:

	2015 £000	2014 £000
Present value of funded obligations	(2,119)	(1,880)
Fair value of scheme assets	1,096	909
Net liability	(1,023)	(971)

The amounts recognised in the Statement of Financial Activities are as follows:

	2015 £000	2014 £000
Interest on obligation	(73)	(58)
Expected return on scheme assets	54	38
Current service cost	(189)	(135)
Total	(208)	(155)
Actual return on scheme assets	39	80

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

25. PENSION COMMITMENTS (continued)

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

	2015	2014
	£000	£000
Opening defined benefit obligation	1,880	1,187
Interest cost	73	58
Contributions by scheme participants	40	36
Actuarial (gains)/losses	(32)	469
Current service cost	189	135
Estimated benefits paid	(31)	(5)
	<hr/>	<hr/>
Closing defined benefit obligation	2,119	1,880
	<hr/> <hr/>	<hr/> <hr/>

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

	2015	2014
	£000	£000
Opening fair value of scheme assets	909	592
Expected return on assets	54	38
Actuarial (losses)/gains	(15)	128
Contributions by employer	139	120
Contributions by employees	40	36
Estimated benefits paid	(31)	(5)
	<hr/>	<hr/>
	1,096	909
	<hr/> <hr/>	<hr/> <hr/>

The cumulative amount of actuarial losses recognised in the Statement of Total Recognised Gains and Losses was £433,000 (2014 - £450,000 loss).

The Academy expects to contribute £146,000 to its Defined Benefit Pension Scheme in 2016.

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

	2015	2014
Equities	66.00 %	70.00 %
Bonds	21.00 %	17.00 %
Property	11.00 %	10.00 %
Cash	2.00 %	3.00 %

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

	2015	2014
Discount rate for scheme liabilities	3.80 %	3.70 %
Expected return on scheme assets at 31 August	3.80 %	5.50 %
Rate of increase in salaries	4.60 %	4.50 %
Rate of increase for pensions in payment / inflation	2.70 %	2.70 %
Inflation assumption (CPI)	2.60 %	2.60 %

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

25. PENSION COMMITMENTS (continued)

Sensitivity analysis

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are set out below:

Change in assumptions at 31 August 2015	Approximate % to Employer Liability	Approximate monetary amount (£000)
0.5% decrease in Real Discount Rate	13%	285
1 year increase in member life expectancy	3%	64
0.5% increase in the Salary Increase Rate	7%	142
0.5% increase in the Pension Increase Rate	6%	133

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

	2015	2014
Retiring today		
Males	22.2	22.2
Females	24.3	24.3
Retiring in 20 years		
Males	24.2	24.2
Females	26.6	26.6

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

Defined benefit pension schemes

	2015	2014	2013
	£000	£000	£000
Defined benefit obligation	(2,119)	(1,880)	(1,187)
Scheme assets	1,096	909	592
Deficit	(1,023)	(971)	(595)
Experience adjustments on scheme liabilities	32	(469)	(131)
Experience adjustments on scheme assets	(15)	128	22

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

26. OPERATING LEASE COMMITMENTS

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

	Land and buildings		Other	
	2015	2014	2015	2014
	£000	£000	£000	£000
Expiry date:				
Between 2 and 5 years	-	-	33	21

27. 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 Trustees 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.

No related party transactions took place during the year.

28. CONTROLLING PARTY

The Academy is ultimately controlled by the Governing Body, which includes the Principal and Vice Principals.

29. MEMBERS' LIABILITY

Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of 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.

30. COMPANY LIMITED BY GUARANTEE

The Academy Trust is a company limited by guarantee and does not have share capital.

31. GOING CONCERN

During the year ended 31 August 2015 the Academy has reported net expenditure of £139,000. This is stated after accounting for depreciation of £153,000 and before actuarial gains of £17,000. At 31 August 2015 the Academy had no unrestricted fund balances and a General Annual Grant deficit balance of £118,000 in the restricted fund (not including the deficit on the pensions reserve of £1,023,000). Details about the deficit are included in note 19.

The Trustees are aware of the Academy's year end financial position and are taking appropriate steps to address the deficit in General Annual Grant funding. The 2015/16 budget addresses the need to make good the deficit in the next financial year.