

**PLYMSTOCK SCHOOL**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2016**

**PLYMSTOCK SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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**PLYMSTOCK SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2016**

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<b>Members</b>	Mr R Diment Mr A Edwards Mr K Bunt
<b>Trustees</b>	Mr D Farmer, Head Teacher (resigned 31 August 2016) <sup>1,2,3</sup> Mr R Diment, Head Teacher (appointed 1 September 2016) <sup>1,2,3</sup> Mrs S Woodford, Chair (resigned 31 May 2016) <sup>1,2,3</sup> Mr K Bunt, Chair <sup>2,3</sup> Mr S Capers (resigned 10 July 2016) <sup>1,3</sup> Mrs S Everson, Staff Governor (resigned 9 March 2016) <sup>1,2,3</sup> Mrs V Gregory <sup>1,2</sup> Mrs J Rickard, Vice Chair <sup>1,2</sup> Mrs B Schulz-Golder (resigned 6 September 2016) Mr A Edwards <sup>1,2,3</sup> Mr S Harvey (resigned 14 December 2015) <sup>1,2,3</sup> Mrs H Massey-Clamp (resigned 31 December 2015) <sup>1,2</sup> Mr J Wright <sup>1,3</sup> Mrs S Doidge <sup>1,3</sup> Mr M Wallace, Staff Governor <sup>1,2,3</sup> Mrs D Utku <sup>1,2,3</sup> Mrs J Blonden <sup>3</sup> Mrs L Greenleaf (appointed 2 December 2015) <sup>1,2,3</sup> Mrs J Hardal (appointed 3 December 2015) <sup>1,2,3</sup> Mr C Herman (appointed 22 June 2016) <sup>1,2,3</sup> Mrs C Stokes, Staff Governor (appointed 9 March 2016) <sup>1,2,3</sup> Mrs A M Williams (appointed 28 September 2016) <sup>1,2,3</sup> Mrs Z Mason (appointed 28 September 2016) <sup>1,2,3</sup> Ms S Sayer (appointed 22 June 2016) <sup>1,2,3</sup>
	1 Curriculum committee 2 Personnel committee 3 Finance and premises committee

<b>Company registered number</b>	07557886
<b>Company name</b>	Plymstock School
<b>Principal and Registered office</b>	Church Road Plymstock Plymouth Devon PL9 9AZ
<b>Company secretary</b>	J Crookston
<b>Accounting officer</b>	R Diment
<b>Senior management team</b>	Mr R Diment, Headteacher Miss A Perry, Senior Deputy Headteacher Mrs K Dyke, Deputy Headteacher Mr W Sprengel, Senior Assistant Headteacher Mr D Farmer, Headteacher during the year Mrs J Crookston, School Business Manager

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2016**

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**Advisers (continued)**

**Independent auditors** Bishop Fleming LLP  
Chartered Accountants  
Statutory Auditors  
Salt Quay House  
4 North East Quay  
Sutton Harbour  
Plymouth  
PL4 0BN

**Bankers** Lloyds TSB Bank plc  
13 Fore Street  
Ivybidge  
Devon  
PL21 9AD

**PLYMSTOCK SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 AUGUST 2016**

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The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2016. The annual report serves the purpose of both a Trustees' report, and a Directors' report under company law.

The Trust operates an academy for pupils aged 11 to 18 in Plymouth. It has a pupil capacity of 1,600 and had a roll of 1,547 in the school census on 1 January 2016.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

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

The Trustees of Plymstock School are also the directors of the charitable company for the purposes of company law. The charitable company is known as Plymstock School.

Details of the Trustees who served throughout the year, except as noted, are included in the Reference and Administrative Details on pages 1 to 2.

**Members' Liability**

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

**Trustees' Indemnities**

Trustees benefit from indemnity insurance purchased at the Academy's expense 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, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as Directors of the Academy. The limit of this indemnity is £5,000,000.

**TRUSTEES**

**Method of Recruitment and Appointment or Election of Trustees**

On 1 April 2011 the Trustees appointed all those Trustees that served the predecessor school to be Trustees of the newly formed Academy. These Trustees were appointed for a term of office that would end when their original term at the predecessor school would have ended, thus ensuring a staggered re-election or replacement process.

Trustees are appointed for a four year period, except that this time limit does not apply to the Headteacher. Subject to remaining eligible to be a particular type of Trustee, any Trustee can be re-appointed or re-elected.

When appointing new Trustees, the Board will give consideration to the skills and experience mix of existing Trustees in order to ensure that the Board has the necessary skills to contribute fully to the Academy's development.

**Policies and Procedures Adopted for the Induction and Training of Trustees**

The Academy has a Trustee Recruitment, Induction and Training policy available from the Clerk to the Trustees.

The training and induction provided for new Trustees will depend upon their existing experience but would always include a tour of the Academy and a chance to meet staff and pupils. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to

**TRUSTEES' REPORT (continued)  
FOR THE YEAR ENDED 31 AUGUST 2016**

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undertake their role as Trustees. As there are normally only two or three new Trustees a year, induction tends to be done informally and is tailored specifically to the individual. Advantage is taken of specific courses offered by the Local Authority and other bodies.

**Organisational Structure**

The Board of Trustees normally meets once each term. The Board establishes an overall framework for the governance of the Academy and determines membership, terms of reference and procedures of Committees and other groups. It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale.

There are three committees as follows;

- Finance and Premises Committee - this meets at least four times a year and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements and reporting, receiving reports from the Responsible Officer/Internal audit and drafting the annual budget including setting staffing levels. It also incorporates the role of an audit committee.
- Curriculum Committee - this meets once a term to monitor, evaluate and review Academy policy, practice and performance in relation to curriculum planning, communications, target setting and assessment, examinations and all pastoral issues.
- Personnel Committee meets once a term to monitor and evaluate the recruitment of new staff. Monitor and sign off successfully completed probationary periods for support staff. Monitor DBS checking for all staff.

The following decisions are reserved to the Board of Trustees; to consider any proposals for changes to the status or constitution of the Academy and its committee structure, to appoint or remove the Chairman and/or Vice Chairman, to appoint the Headteacher and Clerk to the Trustees, to approve the Annual Development Plan and budget.

The Trustees are responsible for setting general policy, adopting an annual plan and budget, approving the statutory accounts, monitoring the Academy by the use of budgets and other data, and making major decisions about the direction of the Academy, capital expenditure and staff appointments.

The Trustees and Board of Trustees have devolved responsibility for day to day management of the Academy to the Headteacher and Senior Leadership Team (SLT). The SLT comprises the Headteacher, Deputy Headteacher, Assistant Headteachers' and the Business Manager. The SLT implement the policies laid down by the Trustees and report back to them on performance.

The Academy has a leadership structure which consists of the Trustees, The Senior Leadership Team and Middle Leaders. The aim of the leadership structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Senior Leadership Team (SLT) consists of the Headteacher, two Deputy Headteachers, five Assistant Headteachers, and the Academy Business Manager. The SLT controls the Academy at an executive level, implementing the policies laid down by the Trustees and reporting back to them. The Headteacher, Academy Business Manager and Finance, Finance and Premises Committee are responsible for the authorisation of spending within agreed budgets; a summary of this is in the Scheme of Delegation. Some spending control is devolved to Budget Holders which must be authorised in line with the Scheme of Delegation. The Headteacher is responsible for the appointment of staff, though appointment panels for teaching posts always include a Governor.

The Headteacher is the Accounting Officer.

**Arrangements for Setting Pay and Remuneration of Key Management Personnel**

Pay and remuneration is set in line with National Pay scales. This is agreed by the Salaries Committee at Plymstock School.

### **Connected Organisations, including Related Party Relationships**

The Football Foundation have sponsored the 3G pitch at the Academy which required submittal of an annual Monitoring and Evaluation report.

Goals have use of the Academy's leisure facilities and there is a shared use agreement between them and the Academy.

### **OBJECTIVES AND ACTIVITIES**

#### **Objectives, Strategies and Activities**

The principal object and activity of the Academy is to advance for the public benefit education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a school, offering a broad range of curriculum for pupils of different abilities between the ages of 11 and 18.

The principal object and activity of the Charitable Company is the operation of Plymstock School Academy is to provide free education and care for pupils of different abilities between the ages of 11 and 18.

#### **Our Vision**

**Our objective is simply to be a world-class learning community that enables all young people to succeed both now and later in life.**

We are preparing students for a world which is significantly different to that of twenty years ago. Our students need to succeed in a diverse global economy which is typified by technological innovation, creativity, is highly competitive and where entrepreneurship is celebrated. **A world-class learning community** is one where students are equipped with the knowledge, skills and the confidence to thrive in a challenging international environment, where those who succeed take calculated risks and continually pursue improvement. **A world-class learning community** is one where we develop our students to be active and effective citizens who have a broad range of qualifications, which give them genuine choices. Our students will develop a level of emotional and intellectual literacy which enables them to navigate a whole world of opportunities, achieve success and contentment for themselves.

We will become **a world-class learning community** by achieving our core aims.

#### **Our core aims are:**

- To provide a safe and caring school community that promotes the positive mental health and well-being of everyone.
- To foster a love of learning for its own sake by providing a rich curriculum that enables every young person to discover their strengths, and to make the most of their talents within Plymstock School and beyond.
- To raise the academic achievement and personal development of every single young person and eliminate performance gaps, through a highly effective co-operative approach to teaching and learning that is challenging, exciting, inspiring and engaging.
- To engender respect for individuality, difference, the importance of teamwork and the contribution that every student can make to the life of the school, the local community and the wider world.
- To create an enthusiasm for the world beyond the classroom – particularly through the arts, sport, literature and other opportunities to facilitate creativity.
- To enable all staff to thrive both personally and professionally, by providing a mutually supportive environment that facilitates opportunities to develop professionally and encourages genuine creativity.

TRUSTEES' REPORT (continued)  
FOR THE YEAR ENDED 31 AUGUST 2016

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- To work in partnership with all stakeholders and other educational institutions to provide better transition, recruitment, support services and professional development opportunities, at improved value for money.

### School Improvement Planning

Our School Improvement Plan explains the key strategies we will use to achieve our core aims and thus realise our vision. It is displayed on the school website, in each department and a copy is held with every member of staff

The document is structured under seven sections that align with our seven core aims.

Linked to the school improvement plan we have identified three key priorities for 2016-17:

1. We will develop a **co-operative approach to teaching and learning** to facilitate high levels of **challenge, engagement, independence and resilience**, to close the achievement gaps and enable all sub-groups of students to make **strong progress and achieve well**.
2. We will make **every lesson count** by actively promoting **extended writing skills, ambitious vocabulary/SPaG and long-term memory retention** to enable all students to succeed.
3. We will collectively **promote the positive mental health and well-being** of all students and staff.

### Public Benefit

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy's aims and objectives and in planning its future activities.

The Academy aims to advance for the public benefit, education in Plymstock and the surrounding area. In particular, but without prejudice to the generality of the forgoing by estimating, maintaining, managing and development schools, offering a broad curriculum with a strong emphasis on, but in no way limited to Sport.

The Academy provides facilities for recreational and other leisure time occupation for the community at large in the interests of social welfare and with the interest of improving the life of the said community.

## STRATEGIC REPORT

### Achievements and Performance

Due to national changes it is not applicable to compare examination performance for 2016 with previous years. However, achievement of students at Plymstock School in 2016 is significantly above the national average for every key performance measure. In the present climate where examination boards are raising grade boundaries we are pleased to celebrate this performance from a year group that were significantly below the national average when they entered the school at the end of KS2. Once again there were no NEETs (5th year in a row) with all students progressing on to employment, education or training.

### GCSE

The previous 5+ A\* to C including English and Mathematics headline measure has now been removed and replaced with four new headline performance measures. The main measure is now Progress 8 (P8), which measures student progress across eight challenging GCSE subjects. The national average score is 0. We are delighted that the score for Plymstock School, as of September 2016, is +0.3, which is significantly above students nationally. Our Attainment 8 score was significantly above national figures at 51.24. Basics (A\*-C in Eng and Ma) was 67% and EBacc was 32%, again both were significantly above the national average.

### A Level

Performance measures at Post-16 also changed this year with the new headline measure focusing on progress. We are delighted to see that, as of September 2016, our A2 cohort achieved a progress score of +0.08, which is significantly above the national average. In vocational subjects the progress score was +0.55, an outstanding



**TRUSTEES' REPORT (continued)  
FOR THE YEAR ENDED 31 AUGUST 2016**

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achievement. 43% of all grades awarded in 2016 were A\*-B and 72 were A\*-C. The overall pass rate was 98%. This is on the back of outstanding results in 2015, where the progress score was +0.10 and the inspection dashboard identified that data set as having 'no weaknesses'. Pathways from Year 13 are rich and varied and it was wonderful to see all our students gain their next steps in their learning journey with their excellent A Level results. We were proud that not only are many students are going on to higher education, including those at the Russell Group universities, we also had a number of students who gained very prestigious apprenticeship placements.

**Teaching and learning**

The monitoring of Learning and Teaching is an important measure of our achievements and standards, this including triangulating a variety of data sources including lesson observations, learning walks, student interviews, work scrutiny and student progress data. Our quality assurance of teaching and learning programme is partnership between senior and middle leaders. In addition, the school has sought external validation of its teaching and learning through membership of Challenge Partners and we underwent a full Quality Assurance Review in June 2016. The review team, based on the evidence seen, concluded that Plymstock School was at the top end of good, pushing towards outstanding, using the latest Ofsted criteria. Based on our summer 2016 results, we believe we have improved further and a follow up Challenge Partners review will take place in November 2016. Over the 2015-16 academic year, Plymstock School has benefitted from its membership of the South West Teaching Schools Alliance (SWTSA), which has enabled better school-to-school collaboration and support.

**Premises**

During the year the Academy was successful in gaining an Academies Capital Maintenance Fund (ACMF) bid to replace the boiler system and work will begin in October 2016. Most of the remaining single glazed windows in the school have now been replaced with more efficient double glazed units. Other premises improvements include, the installation of new electronic security gates, repainting of the Maths and Modern Languages building, electrical system improvements and remedial works where concrete cancer was identified.

**Partnerships**

The Academy has established close links with Hele's School (Academy), Plympton Academy and Coombe Dean School (Academy). The three Academies are embarking on mutual staff development, with the primary aim of further driving up standards of both teaching and leadership. Plymstock School will also be continuing its membership of SWTSA and Challenge Partners. From September 2016, the school is also re-engaging with the Plymouth Learning Trust (PLT).

**Key Performance Indicators**

The main financial performance indicator is the level of reserves held at the Balance Sheet date. In particular, the management of spending against General Annual Grant (GAG) requires special attention - the restriction has been removed in the year. In period under review, £1,027,068 was carried forward representing 14% of GAG.

**Going Concern**

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

**FINANCIAL REVIEW**

**Financial Review**

Most of the Academy's income is obtained from the DfE via the EFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2016 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the DfE which are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Academy's accounting policies.

**TRUSTEES' REPORT (continued)  
FOR THE YEAR ENDED 31 AUGUST 2016**

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During the year ended 31 August 2016, the Academy received total income of £9,057,842 and incurred total expenditure of £9,062,092. The deficit for the year (including defined pension costs) was £4,250.

The land, buildings and other assets were transferred to the Academy upon conversion. Land and buildings were professionally valued in 2012 at £27,400,000. Other assets have been included in the financial statements at a best estimate, taking into account purchase price and remaining useful lives.

Trustees have adopted an internal audit policy and appointed Mandy Vickery to undertake a programme of internal checks on the financial controls. During the year, the Trustees received three reports from the internal audit which contained no matters of significance.

Key financial policies adopted or reviewed during the year include the Finance Policy which lays out the framework for financial management, including financial responsibilities of the Board, Head Teacher, managers, budget holders and other staff, as well as delegated authority for spending. Other policies reviewed and updated included Charges and Lettings, Asset Management and Insurance.

**Reserves Policy**

The Trustees review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees take into consideration the future plans of the Academy, the uncertainty over future income streams and other key risks identified during the risk review.

The Trustees have determined that the appropriate level of free cash reserves should be approximately one month's expenditure which equates to £700,000. This is to provide sufficient working capital to cover delays between expenditure and receipt of grants and to support unexpected emergencies such as urgent maintenance. The school have also ring-fenced £450,000 of GAG to support capital projects to be undertaken in the next twelve months. The Academy's current level of free reserves (GAG plus unrestricted revenue funds) is £975,431.

The Trustees have reviewed the future plans of the Academy and have that reserves will be at a level necessary to:

- To support any changes to pay and conditions
- To support future years allocated decreasing income

Unrestricted reserves will be at a level necessary to:

- Allow future planned expenditure that cannot be met from the annual budget.
- Allow the creation and maintenance of a 'Contingency' fund for the replacement of large capital and infrastructure items, and used to deal with unknown items of expenditure that cannot be expected to be funded from annual budgets.

The defined benefit pension scheme reserve has a negative balance. The effect of the deficit position of the pension scheme is that the Academy Trust is paying higher employers' pension contributions over a period of years. The higher employers' pension contributions will be met from the Academy Trust's budgeted annual income. Whilst the deficit will not be immediately eliminated, there should be no actual cash flow deficit on the fund, nor any direct impact on the free reserves of the academy Trust.

**Investment Policy**

All funds surplus to immediate requirements are invested to optimal effect. On a daily basis this is achieved by automatic transfer of surplus funds to overnight deposit. Where cash flow allows, sums in excess of £100,000 may be invested on deposit for extended periods.

Due to the nature of funding, the Academy may at times hold cash balances surplus to its short term requirements. The Trustees have authorised the opening of additional short term bank investment accounts to take advantage of higher interest rates. No other form of investment is authorised.

**TRUSTEES' REPORT (continued)  
FOR THE YEAR ENDED 31 AUGUST 2016**

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Trustees are committed to ensuring that all funds under their control are managed in such a way as to maximise return whilst minimising risk. Any cash not required for operating expenses is placed on deposit at the most favourable rate available from providers covered by the Financial Services Compensation Scheme. Day to day management of the surplus funds is delegated to the Headteacher and Business Manager within strict guidelines approved by the Board of Trustees

**Principal Risks And Uncertainties**

The principal risks and uncertainties facing the Academy are as follows:

**Financial** - the Academy has considerable reliance on continued Government funding through the EFA. In the last year 96% of the Academy's incoming resources was ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

**Reputational** - the continuing success of the Academy is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that student success and achievement are closely monitored and reviewed.

**Safeguarding and child protection** - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline.

**Staffing** - the success of the Academy is reliant on the quality of its staff and so the Trustees monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

**Fraud and mismanagement of funds** - The Academy has appointed an internal audit to carry out checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

The Academy has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. A risk register is maintained and reviewed and updated on a regular basis.

The Academy has agreed a Risk Management Strategy and a Risk Register. These have been discussed by Trustees and include the financial risks to the Academy. The register and plan are constantly reviewed in light of any new information and formally reviewed annually.

The Trustees have assessed the major risks to which the Academy is exposed, in particular those relating to its finances, teaching, facilities and other operational areas. The Trustees have implemented a number of systems to assess and minimise those risks, including internal controls described elsewhere. Where significant financial risk still remains they have ensured they have adequate insurance cover.

The fall in primary-age students in the city experienced over the last few years is now over. Whilst Plymstock School has maintained a full intake during this time, we can expect a significant increase in the demand for school places over the next few years. The school has an opportunity to consider potential expansion of its PAN.

However, the reduction in post 16 funding levels, the freeze on the Government's overall education budget, changes in funding arrangements for special educational needs and increasing employment and premises costs mean that budgets will be increasingly tight in coming years. Actions will need to be taken in 2016-17 to ensure financial stability for the future.

The Trustees examine the financial health formally every term, reviewing performance against budgets and overall expenditure by means of regular update reports at all full Trustees' and Finance and Premises Committee meetings. The Trustees also regularly review cash flow forecasts and ensure sufficient funds are held to cover all known and anticipated commitments.

**PLYMSTOCK SCHOOL  
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**TRUSTEES' REPORT (continued)  
FOR THE YEAR ENDED 31 AUGUST 2016**

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At the year end, the Academy had no significant liabilities arising from trade creditors or debtors where there would be a significant effect on liquidity.

The Board of Trustees recognises that the defined benefit scheme deficit (Local Government Pension Scheme), which is set out in Note 21 to the financial statements, represents a significant potential liability. However, as the Trustees consider that the Academy is able to meet its known annual contribution commitments for the foreseeable future, this risk from this liability is minimised.

The Board of Trustees has reviewed the major risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks.

The Trustees have assessed the major risks to which the Academy is exposed, in particular those relating to its finances, teaching, facilities and other operational areas. The Trustees have implemented a number of systems to assess and minimise those risks, including internal controls described elsewhere. Where significant financial risk still remains they have ensured they have adequate insurance cover.

**PLANS FOR FUTURE PERIODS**

The Academy will continue to strive to provide outstanding education and improve the levels of performance of its students at all levels.

The Academy will continue to aim to attract the best teachers and support staff in order to deliver its vision and core aims.

The Academy will continue to work with partner schools to improve the educational opportunities for students in the wider community.

Full details of our plans for the future are given in our School Improvement Plan, which is available on our website or from the Clerk to the Trustees.

**AUDITORS**

In so far as the Trustees are aware:

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

The auditors, Bishop Fleming LLP, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

Trustees' report, incorporating a strategic report, approved by order of the board of trustees, as company directors, on .....16/11/16..... and signed on the board's behalf by:



**Mr K Bunt  
Chair of Trustees**

## **GOVERNANCE STATEMENT**

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### **SCOPE OF RESPONSIBILITY**

As Trustees, we acknowledge we have overall responsibility for ensuring that Plymstock School 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 Headteacher, 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 Plymstock School 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.

For the purposes of this report, Trustees are also known as Governors.

### **GOVERNANCE**

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The board of trustees has formally met 4 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
Mr D Farmer, Head Teacher	4	4
Mr R Diment, Head Teacher	0	0
Mrs S Woodford, Chair	3	3
Mr K Bunt, Chair	4	4
Mr S Capers	0	0
Mrs S Everson, Staff Governor	0	4
Mrs V Gregory	1	2
Mrs J Rickard, Vice Chair	4	4
Mrs B Schulz-Golder	3	4
Mr A Edwards	2	4
Mr S Harvey	2	4
Mrs H Massey-Clamp	1	1
Mr J Wright	3	3
Mrs S Doidge	4	4
Mr M Wallace, Staff Governor	3	4
Mrs D Utku	4	4
Mrs J Blonden	4	4
Mrs L Greenleaf	3	4
Mrs J Hardal	3	4
Mr C Herman	3	4
Mrs C Stokes, Staff Governor	2	2
Mrs A M Williams	2	4
Mrs Z Mason	2	4
Ms S Sayer	0	0

The **Finance and Premises Committee** is a sub-committee of the main Board of Trustees. Its purpose is to:

- To assist 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 public and private finances and resources including the buildings.
- To ensure that the Academy undertakes proper planning, monitoring and probity.
- To make appropriate comments and recommendations on such matters to the governing body on a regular basis.

The Audit Committee is also part of main Finance and Presmises Committee. Its purpose is to:

**GOVERNANCE STATEMENT (continued)**

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Assist the Governing Body in fulfilling its oversight responsibilities with particular reference to strategic financial reporting, internal control, risk management and external audit. To make appropriate comments and recommendations on such matters, to the Governing Body on a regular basis and refer major issues to the Governing Body for ratification.

Major issues will be referred to the full governing body for ratification.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr S Capers	2	3
Mr S Harvey	1	1
Mr D Farmer	3	3
Mrs L Greenleaf	2	3
Mrs J Blonden	3	3
Mrs S Everson	1	3
Mr J Wright	3	3
Mrs J Hardal	1	3
Mrs H Massey-Clamp	0	1
Mrs S Woodford	0	3
Mrs C Stokes, Staff Governor	2	2
Mr K Bunt	1	3
Mr A Edwards	3	3
Mr M Wallace, Staff Governor	3	3
Mrs D Utku	2	3

**Membership**

The Chair of Governors and the Head Teacher will be ex-officio member of the committee, together with 6 other members of the Governing Body. The membership will be agreed annually at the first meeting of the whole governing body in the autumn term. The chair of the committee will be elected by the whole governing body on an annual basis at the first meeting of the whole governing body in the autumn term. No governor employed at the academy will act as chair to the committee. In the absence of the chair the committee will elect a temporary replacement from among the governors present at the committee meeting.

- The quorum for each committee meeting is fixed at six of the members eligible to vote.
- The committee will meet as often as is necessary to fulfil its responsibilities and at least once each term.
- The clerk to the committee will circulate an agenda for each meeting and papers at least a week before the committee meeting.
- Attendance at each committee meeting, issues discussed and recommendations for decisions will be recorded. The written record will be included on the agenda and papers of the next meeting of the whole governing body. This is to meet statutory requirements, to provide information to the whole governing body and to seek ratification of decisions and recommendations.
- The committee may invite attendance at its meetings from persons to assist or advise on a particular matter or range of issues, including parents and members of the academy staff who are not governors.
- Any governor may attend meetings of committees.
- Only governors who are members of the committee may vote at committee meetings. Where necessary, the elected chair of the committee may have a second or casting vote.

**Terms of Reference**

Subject to the requirements of statutory requirements, the committee is authorised:

- To consider the academy's indicative funding, notified annually by the EFA and other grant making bodies.
- To assess the implications for the academy of the funding stream in consultation with the head teacher, in advance of the financial year, drawing any matters of significance or concern to the attention of the governing body.

**GOVERNANCE STATEMENT (continued)**

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- To consider and recommend acceptance/non-acceptance of the academy's budget, at the start of each financial year.
- To monitor capital expenditure and take appropriate steps in the event of possible over/under-spending.
- To consider policy with regard to income generation and the use of such income.
- To contribute to the formulation of the academy's development plan, through the consideration of financial priorities and proposals, in consultation with the head teacher, and with the stated and agreed aims and objectives of the academy.
- To receive and make recommendations on the broad budget headings and areas of expenditure to be adopted each year, including the level and use of any contingency fund or balances, ensuring the compatibility of all such proposals with the development priorities set out in the development plan.
- To liaise with and receive reports from the staffing/remuneration and curriculum committees, as appropriate, and to make recommendations to those committees about the financial aspects of matters being considered by them.
- To monitor and review expenditure on a regular basis and ensure compliance with the overall financial plan for the academy, and with the financial regulations of the EFA, drawing any matters of concern to the attention of the governing body.
- To monitor and review procedures for ensuring the effective implementation and operation of financial procedures, on a regular basis, including the implementation of bank account arrangements and, where appropriate to make recommendations for improvement.
- To approve the financial statement to form part of the annual report of the governing body to parents and for filing in accordance with Companies Act and Charity Commission requirements.
- To recommend to the Full Governing Body the appointment of Internal Audit.
- To receive auditors' reports and to recommend to the full governing body action as appropriate in response to audit findings.
- To recommend to the full governing body the appointment or reappointment of the auditors of the academy.
- To provide effective stewardship of the school premises. To accomplish this the committee will be responsible for:
  - a) Monitoring the structural and decorative state of the building. The Committee shall make an annual tour of inspection and produce a written report to the full Governing Body.
  - b) To draw up priorities for repairs and maintenance each financial year
  - c) To allocate funding from the repair budget.
  - d) To approve all planned repair and maintenance work of a capital nature (deemed to be over £25,000) having gone through the appropriate tendering procedures.
  - e) To draw up submissions for capital grant.
  - f) To assist the Governing Body and headteacher to discharge their responsibilities under the Health and Safety at Work Act 1974 in collaboration with the LA.
  - g) To monitor the effectiveness of the school's health and safety arrangements, make periodic inspections of buildings, plant and equipment and report at least once a year to the Governing Body.

**GOVERNANCE STATEMENT (continued)**

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- h) To oversee the running of the Plymstock School Sports Centre and the 3G facility, and to receive annual reports

**Frequency of Meetings**

There should be a minimum of four meetings in each financial year at which time the quarterly Income and Expenditure reports can be approved. In the interim, monthly reports detailing variances should be circulated to members.

The Committee should, from time to time, arrange to tour the school buildings to look at areas of development or concern.

Special Meetings can be requisitioned at any time by any three members of the committee contacting the Clerk to Governors.

**REVIEW OF VALUE FOR MONEY**

As Accounting Officer, the Headteacher 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 board of trustees where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the Academy has delivered improved value for money during the year by:

- Reviewing staffing structures when resignations have been received
- Re-negotiated utility providers
- Reviewed annual premises contracts

**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 Plymstock School for the year 1 September 2015 to 31 August 2016 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 1 September 2015 to 31 August 2016 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:

- 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 of reports which indicate financial performance against the forecasts and of major



**GOVERNANCE STATEMENT (continued)**

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- 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 board of trustees has considered the need for a specific internal audit function and has decided to appoint Mandy Vickery (St Kew Accountants) 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. On a quarterly basis, the internal auditor reports to the board of trustees on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities. The internal auditor has delivered their scheduled visits and written reports have been provided. No material control issues were reported.

**REVIEW OF EFFECTIVENESS**

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

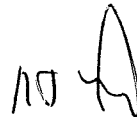
- the work of the internal auditor;
- the work of the external auditors;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the internal auditor 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 16/11/16 . and signed on their behalf, by:



**Mr K Bunt**  
Chair of Trustees



**Mr R Diment**  
Accounting Officer

**PLYMSTOCK SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of Plymstock School I have considered my responsibility to notify the academy trust board of trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2015.

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

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



**Mr R Diment  
Accounting Officer**

**PLYMSTOCK SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES  
FOR THE YEAR ENDED 31 AUGUST 2016**

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The Trustees (who act as governors of Plymstock School and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Strategic report, the Trustees' 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 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 2015 and the Academies' Accounts Direction 2015 to 2016;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 the 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 and signed on its behalf by:



**Mr K Bunt  
Chair of Governors**

**Date:** 16 NOVEMBER 2016

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
PLYMSTOCK SCHOOL**

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We have audited the financial statements of Plymstock School for the year ended 31 August 2016 which comprise the Statement of financial activities incorporating income and expenditure account, the Balance sheet, the Statement of cash flows 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) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Academies Accounts Direction 2015 to 2016 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 TRUSTEES AND AUDITORS**

As explained more fully in the Statement of Trustees' responsibilities, 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 2016 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2015 to 2016 issued by the Education Funding Agency.

**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.

**PLYMSTOCK SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
PLYMSTOCK SCHOOL**

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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 Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

William Hanbury FCA (Senior Statutory Auditor)

for and on behalf of

**Bishop Fleming LLP**

Chartered Accountants

Statutory Auditors

Salt Quay House

4 North East Quay

Sutton Harbour

Plymouth

PL4 0BN

Date: 14/12/16

*Bishop Fleming LLP*

**PLYMSTOCK SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO PLYMSTOCK SCHOOL AND THE EDUCATION FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 19 October 2012 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2015 to 2016, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Plymstock School during the year 1 September 2015 to 31 August 2016 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**RESPECTIVE RESPONSIBILITIES OF PLYMSTOCK SCHOOL'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT**

The accounting officer is responsible, under the requirements of Plymstock School's funding agreement with the Secretary of State for Education dated 31 March 2011, and the Academies Financial Handbook extant from 1 September 2015, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**APPROACH**

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

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

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

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

Our work on regularity included a review of the internal controls policies and procedures that have been implemented and an assessment of their design and effectiveness to understand how the academy complied with the framework of authorities. We also reviewed the reports commissioned by the trustees to assess the internal controls throughout the year.

We performed detailed testing based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit on the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

**PLYMSTOCK SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO PLYMSTOCK  
SCHOOL AND THE EDUCATION FUNDING AGENCY (continued)**

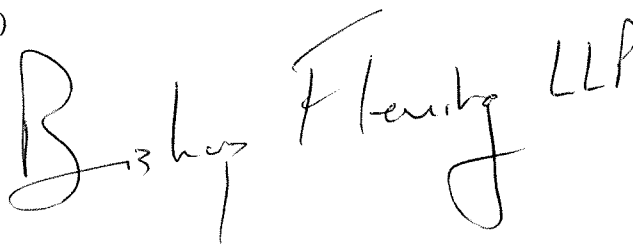
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**CONCLUSION**

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 2015 to 31 August 2016 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

William Hanbury FCA (Reporting Accountant)

**Bishop Fleming LLP**  
Chartered Accountants  
Statutory Auditors  
Salt Quay House  
4 North East Quay  
Sutton Harbour  
Plymouth  
PL4 0BN

A handwritten signature in black ink that reads "Bishop Fleming LLP". The signature is written in a cursive style, with the first letters of "B", "F", and "L" being significantly larger and more stylized than the rest of the text.

Date: 14/12/16

PLYMSTOCK SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 AUGUST 2016

	Note	Unrestricted funds 2016 £	Restricted funds 2016 £	Restricted fixed asset funds 2016 £	Total funds 2016 £	Total funds 2015 £
<b>INCOME FROM:</b>						
Donations and capital grants	2	-	226,917	839,102	1,066,019	412,110
Charitable activities	3	66,351	7,815,358	-	7,881,709	8,280,936
Other trading activities	4	109,036	-	-	109,036	123,327
Investments	5	1,078	-	-	1,078	17,004
<b>TOTAL INCOME</b>		<b>176,465</b>	<b>8,042,275</b>	<b>839,102</b>	<b>9,057,842</b>	<b>8,833,377</b>
<b>EXPENDITURE ON:</b>						
Raising funds		79,122	-	-	79,122	56,132
Charitable activities		1,610	8,402,947	578,413	8,982,970	8,944,625
Other expenditure		-	-	-	-	46,000
<b>TOTAL EXPENDITURE</b>	6	<b>80,732</b>	<b>8,402,947</b>	<b>578,413</b>	<b>9,062,092</b>	<b>9,046,757</b>
<b>NET INCOME / (EXPENDITURE) BEFORE TRANSFERS</b>						
Transfers between Funds	16	95,733	(360,672)	260,689	(4,250)	(213,380)
		-	(189,138)	189,138	-	-
<b>NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES</b>						
		95,733	(549,810)	449,827	(4,250)	(213,380)
Actuarial losses on defined benefit pension schemes	21	-	(2,096,000)	-	(2,096,000)	(98,000)
<b>NET MOVEMENT IN FUNDS</b>		<b>95,733</b>	<b>(2,645,810)</b>	<b>449,827</b>	<b>(2,100,250)</b>	<b>(311,380)</b>
<b>RECONCILIATION OF FUNDS:</b>						
Total funds brought forward		787,625	(1,204,122)	27,997,778	27,581,281	27,892,661
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>883,358</b>	<b>(3,849,932)</b>	<b>28,447,605</b>	<b>25,481,031</b>	<b>27,581,281</b>



**PLYMSTOCK SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)  
REGISTERED NUMBER: 07557886**

**BALANCE SHEET  
AS AT 31 AUGUST 2016**

	Note	£	2016 £	£	2015 £
<b>FIXED ASSETS</b>					
Tangible assets	13		<b>27,873,497</b>		28,048,500
<b>CURRENT ASSETS</b>					
Debtors	14	<b>952,224</b>		125,163	
Cash at bank and in hand		<b>1,967,117</b>		2,609,847	
			<b>2,919,341</b>	<b>2,735,010</b>	
<b>CREDITORS:</b> amounts falling due within one year	15	<b>(434,807)</b>		<b>(622,229)</b>	
<b>NET CURRENT ASSETS</b>			<b>2,484,534</b>		2,112,781
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<b>30,358,031</b>		30,161,281
Defined benefit pension scheme liability	21		<b>(4,877,000)</b>		<b>(2,580,000)</b>
<b>NET ASSETS INCLUDING PENSION SCHEME LIABILITIES</b>			<b>25,481,031</b>		<b>27,581,281</b>
<b>FUNDS OF THE ACADEMY</b>					
Restricted income funds:					
General funds	16	<b>1,027,068</b>		1,375,878	
Fixed asset funds	16	<b>28,447,605</b>		27,997,778	
Restricted income funds excluding pension liability		<b>29,474,673</b>		29,373,656	
Pension reserve		<b>(4,877,000)</b>		<b>(2,580,000)</b>	
Total restricted income funds			<b>24,597,673</b>		26,793,656
Unrestricted income funds	16		<b>883,358</b>		787,625
<b>TOTAL FUNDS</b>			<b>25,481,031</b>		<b>27,581,281</b>

The financial statements were approved by the Trustees, and authorised for issue, on 16 NOVEMBER 2016. and are signed on their behalf, by:



**Mr K Bunt, Chair  
Chair of Trustees**

The notes on pages 25 to 43 form part of these financial statements.

**PLYMSTOCK SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2016**

	Note	2016 £	2015 £
<b>Cash flows from operating activities</b>			
Net cash (used in)/provided by operating activities	18	<u>(1,109,745)</u>	<u>306,422</u>
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents from investments		1,078	2,883
Purchase of tangible fixed assets		(405,020)	(378,012)
Capital grants from DfE/EFA		870,957	275,185
<b>Net cash provided by/(used in) investing activities</b>		<u>467,015</u>	<u>(99,944)</u>
<b>Change in cash and cash equivalents in the year</b>		<b>(642,730)</b>	206,478
Cash and cash equivalents brought forward		<u>2,609,847</u>	<u>2,403,369</u>
<b>Cash and cash equivalents carried forward</b>	19	<u><u>1,967,117</u></u>	<u><u>2,609,847</u></u>

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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**1. ACCOUNTING POLICIES**

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

**1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS**

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

Plymstock School constitutes a public benefit entity as defined by FRS 102.

In accordance with the Academies Accounts Direction 2015 to 2016 capital grants are now recognised in Income from Donations and Capital Grants instead of Charitable Activities. Capital grants recognised in 2015 have been reclassified.

**First time adoption of FRS 102**

These financial statements are the first financial statements of Plymstock School prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102) and the Charities SORP 2015 (SORP 2015). The financial statements of Plymstock School for the year ended 31 August 2015 were prepared in accordance with previous Generally Accepted Accounting Practice ('UK GAAP') and SORP 2005.

Some of the FRS 102 recognition, measurement, presentation and disclosure requirements and accounting policy choices differ from previous UK GAAP. Consequently, the Trustees have amended certain accounting policies to comply with FRS 102 and SORP 2015. The Trustees have also taken advantage of certain exemptions from the requirements of FRS 102 permitted by FRS 102 Chapter 35 'Transition to this FRS'

Reconciliations to previous UK GAAP for the comparative figures are included in note 26.

**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 at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2016**

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**1. ACCOUNTING POLICIES (continued)**

**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.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder and include grants from the Department for Education.

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

**1.4 INCOME**

All income is recognised once the Academy has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities incorporating income and expenditure account 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 Statement of financial activities incorporating income and expenditure account in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted fixed asset fund.

Sponsorship income provided to the Academy which amounts to a donation is recognised in the Statement of financial activities incorporating income and expenditure account in the period in which it is receivable, where there is certainty of receipt and it is measurable.

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.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2016

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1. ACCOUNTING POLICIES (continued)

1.5 EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

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

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

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. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of financial activities incorporating income and expenditure account and carried forward in the Balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of financial activities incorporating income and expenditure account. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	2% straight line
Motor vehicles	-	25% reducing balance
Fixtures, fittings & equipment	-	20% straight line
Computer equipment	-	33.33% straight line

**NOTES TO THE FINANCIAL STATEMENTS  
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**1. ACCOUNTING POLICIES (continued)**

**1.7 LIABILITIES AND PROVISIONS**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

**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 quadrennial valuations using a prospective unit credit method. As stated in note 21, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

Actuarial gains and losses are recognised immediately in other recognised gains and losses

**NOTES TO THE FINANCIAL STATEMENTS  
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**1. ACCOUNTING POLICIES (continued)**

**1.10 CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 21, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2013 has been used by the actuary in valuing the pensions liability at 31 August 2016. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement:

The Academy obtains use of fixed assets as a lessee. The classification of such leases as operating or finance leases requires the Academy to determine, based on an evaluation of the terms and conditions of the arrangements, whether it retains or acquires the significant risks and rewards of ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the Balance Sheet.

**1.11 OPERATING LEASES**

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

**1.12 AGENCY ARRANGEMENTS**

The Academy acts as an agent in distributing 16-19 bursary funds from the EFA. Payments received from the EFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Academy does not have control over the charitable application of the funds. The Academy can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received, paid and any balances held at year end are disclosed in note 26.

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2016

2. INCOME FROM DONATIONS AND CAPITAL GRANTS

	Unrestricted funds 2016 £	Restricted funds 2016 £	Restricted fixed asset funds 2016 £	Total funds 2016 £	Total funds 2015 £
Donations	-	195,062	-	195,062	136,925
Capital Grants	-	31,855	839,102	870,957	275,185
Total donations and capital grants	-	226,917	839,102	1,066,019	412,110

In 2015, of the total income from donations and capital grants, £ NIL was to unrestricted funds and £412,110 was to restricted funds

3. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
<b>DfE/EFA grants</b>				
General Annual Grant	-	7,272,290	7,272,290	7,466,122
Other DfE/EFA grants	-	301,335	301,335	287,044
	-	7,573,625	7,573,625	7,753,166
<b>Other government grants</b>				
High Needs	-	241,733	241,733	294,818
Other government grants non capital	-	-	-	80,718
	-	241,733	241,733	375,536
<b>Other funding</b>				
Other	66,351	-	66,351	152,234
	66,351	-	66,351	152,234
	66,351	7,815,358	7,881,709	8,280,936

In 2015, of the total income from charitable activities, £102,936 was to unrestricted funds and £8,178,000 was to restricted funds.



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**4. OTHER TRADING ACTIVITIES**

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Lettings	82,801	-	82,801	92,802
Consultancy	9,675	-	9,675	5,625
Other	16,560	-	16,560	24,900
	<u>109,036</u>	<u>-</u>	<u>109,036</u>	<u>123,327</u>

In 2015, of the total income from other trading activities, £123,327 was to unrestricted funds and £ NIL was to restricted funds.

**5. INVESTMENT INCOME**

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Bank interest	1,078	-	1,078	17,004
	<u>1,078</u>	<u>-</u>	<u>1,078</u>	<u>17,004</u>

In 2015, of the total investment income, £17,004 was unrestricted funds.

**6. EXPENDITURE**

	Staff costs 2016 £	Premises 2016 £	Other costs 2016 £	Total 2016 £	Total 2015 £
Expenditure on fundraising trading	46,433	-	32,689	79,122	56,132
Education:					
Direct costs	5,429,615	342,712	822,188	6,594,515	6,639,664
Support costs	1,369,743	688,307	330,405	2,388,455	2,304,961
	<u>6,845,791</u>	<u>1,031,019</u>	<u>1,185,282</u>	<u>9,062,092</u>	<u>9,000,757</u>

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**7. DIRECT COSTS**

	<b>Total 2016 £</b>	<b>Total 2015 £</b>
Pension finance costs	23,000	58,000
Educational supplies	338,000	494,580
Examination fees	120,775	136,146
Other costs	341,413	262,859
Supply teachers	33,232	35,965
Wages and salaries	4,273,256	4,362,578
National insurance	413,047	366,267
Pension cost	709,080	651,191
Depreciation	342,712	340,078
	<b>6,594,515</b>	<b>6,707,664</b>

**8. SUPPORT COSTS**

	<b>Total 2016 £</b>	<b>Total 2015 £</b>
Pension finance costs	77,000	37,000
Recruitment and support	57,985	51,534
Maintenance of premises and equipment	197,383	124,291
Cleaning	18,678	15,100
Rent and rates	57,835	44,790
Energy costs	115,769	122,260
Insurance	56,035	56,412
Security and transport	5,296	5,417
Catering	36,199	34,365
Technology costs	7,500	797
Office overheads	52,500	53,575
Legal and professional	69,240	99,224
Bank interest and charges	28	-
Governance costs	28,953	24,424
Wages and salaries	1,050,501	1,141,314
National insurance	60,896	60,410
Pension cost	259,346	224,990
Depreciation	237,311	187,058
	<b>2,388,455</b>	<b>2,282,961</b>

In 2015, the Academy incurred the following Support costs:

£2,304,961 in respect of Education

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**9. NET INCOMING RESOURCES/(RESOURCES EXPENDED)**

This is stated after charging:

	<b>2016</b>	2015
	£	£
Depreciation of tangible fixed assets:		
- owned by the charity	<b>580,023</b>	527,136
Auditors' remuneration - audit	<b>6,525</b>	7,495
Auditors' remuneration - other services	<b>2,991</b>	4,067
Operating lease rentals	<b>14,955</b>	14,955
	<u><u>          </u></u>	<u><u>          </u></u>

**10. STAFF COSTS**

Staff costs were as follows:

	<b>2016</b>	2015
	£	£
Wages and salaries	<b>5,370,190</b>	5,554,261
Social security costs	<b>473,943</b>	426,677
Operating costs of defined benefit pension schemes	<b>968,426</b>	876,181
	<u>          </u>	<u>          </u>
Supply teacher costs	<b>33,232</b>	35,965
	<u><u>6,812,559</u></u>	<u><u>6,857,119</u></u>
	<u><u>6,845,791</u></u>	<u><u>6,893,084</u></u>

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

	<b>2016</b>	2015
	No.	No.
Teachers	<b>96</b>	106
Administration and support	<b>123</b>	126
Management	<b>11</b>	10
	<u>          </u>	<u>          </u>
	<u><u>230</u></u>	<u><u>242</u></u>

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

	<b>2016</b>	2015
	No.	No.
In the band £60,001 - £70,000	<b>3</b>	3
In the band £100,001 - £110,000	<b>1</b>	0
In the band £110,001 - £120,000	<b>0</b>	1

The key management personnel of the Academy comprises Trustees (who do not receive remuneration for their roles as Trustees and the Senior Management Team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Academy was £493,136 (2015: £473,061).

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**11. TRUSTEES' REMUNERATION AND EXPENSES**

During the year retirement benefits were accruing to 3 Trustees (2015: 3) in respect of defined benefit pension schemes.

During the year, no Trustees received any reimbursement of expenses (2015: £NIL).

Principal and staff governors only receive remuneration in respect of services they provide undertaking the roles of Principal and staff and not in respect of their services as governors. Other governors did not receive any payments, other than expenses, from the academy in respect of their role as governors. The value of trustee's remuneration including pension contributions in respect of defined benefit schemes in the year was as follows; D Farmer, one hundred to one hundred and five thousand (2015: one hundred to one hundred and five thousand), pension contributions between ten thousand and fifteen thousand (2015: between ten thousand and fifteen thousand). S Everson ten to fifteen thousand (2015: twenty to twenty five thousand), pension contributions between nil and five thousand (2015: between nil and five thousand); M Wallace forty to forty five thousand pounds (2015: forty to forty five thousand pounds), pension contributions between five and ten thousand pounds (2015: five and ten thousand pounds) and C Stokes, five to ten thousand pounds (2015: £Nil), pension contributions, between nil and five thousand pounds (2015: £Nil).

**12. 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 £10,000,000 on any one claim and the cost for the year ended 31 August 2016 was £1,728 (2015: £1,678).

**13. TANGIBLE FIXED ASSETS**

	Freehold property £	Motor vehicles £	Fixtures, fittings & equipment £	Computer equipment £	Total £
<b>COST</b>					
At 1 September 2015	29,467,777	25,455	679,237	135,160	30,307,629
Additions	305,155	-	75,397	24,468	405,020
At 31 August 2016	<u>29,772,932</u>	<u>25,455</u>	<u>754,634</u>	<u>159,628</u>	<u>30,712,649</u>
<b>DEPRECIATION</b>					
At 1 September 2015	1,786,217	15,175	328,305	129,432	2,259,129
Charge for the year	428,390	2,570	141,502	7,561	580,023
At 31 August 2016	<u>2,214,607</u>	<u>17,745</u>	<u>469,807</u>	<u>136,993</u>	<u>2,839,152</u>
<b>NET BOOK VALUE</b>					
At 31 August 2016	<u>27,558,325</u>	<u>7,710</u>	<u>284,827</u>	<u>22,635</u>	<u>27,873,497</u>
At 31 August 2015	<u>27,681,560</u>	<u>10,280</u>	<u>350,932</u>	<u>5,728</u>	<u>28,048,500</u>

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**13. TANGIBLE FIXED ASSETS (continued)**

Included in land and buildings is freehold land at valuation of £8,100,000 (2015 - £8,100,000), (cost £8,100,000 (2015 - £8,100,000)) which is not depreciated.

**14. DEBTORS**

	<b>2016</b>	2015
	£	£
<b>DUE AFTER MORE THAN ONE YEAR</b>		
Prepayments and accrued income	<b>5,000</b>	-
<b>DUE WITHIN ONE YEAR</b>		
Trade debtors	<b>8,696</b>	12,894
VAT recoverable	<b>35,707</b>	23,805
Other debtors	<b>365</b>	-
Prepayments and accrued income	<b>902,456</b>	88,464
	<u><b>952,224</b></u>	<u>125,163</u>

**15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2016</b>	2015
	£	£
Trade creditors	<b>58,612</b>	138,688
Other taxation and social security	<b>126,446</b>	124,367
Other creditors	<b>136,515</b>	120,751
Accruals and deferred income	<b>113,234</b>	238,423
	<u><b>434,807</b></u>	<u>622,229</u>

	<b>2016</b>	2015
	£	£
<b>DEFERRED INCOME</b>		
Deferred income at 1 September 2015	<b>16,319</b>	-
Resources deferred during the year	<b>21,896</b>	16,319
Amounts released from previous years	<b>(16,319)</b>	-
Deferred income at 31 August 2016	<u><b>21,896</b></u>	<u>16,319</u>

Deferred income relates to income received in advance for school trips taking place after the year end.

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2016

16. STATEMENT OF FUNDS

	Brought Forward £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
<b>DESIGNATED FUNDS</b>						
3G sinking fund	220,000	-	-	-	-	220,000
6th form block	220,000	-	-	(220,000)	-	-
	<u>440,000</u>	<u>-</u>	<u>-</u>	<u>(220,000)</u>	<u>-</u>	<u>220,000</u>
<b>GENERAL FUNDS</b>						
General funds	285,453	176,465	(79,122)	15,567	-	398,363
Fixed assets	62,172	-	(1,610)	204,433	-	264,995
	<u>347,625</u>	<u>176,465</u>	<u>(80,732)</u>	<u>220,000</u>	<u>-</u>	<u>663,358</u>
Total Unrestricted funds	<u>787,625</u>	<u>176,465</u>	<u>(80,732)</u>	<u>-</u>	<u>-</u>	<u>883,358</u>
<b>RESTRICTED FUNDS</b>						
General Annual Grant (GAG)	1,352,239	7,272,290	(7,396,874)	(650,587)	-	577,068
Earmarked General Annual Grant (GAG)	-	-	-	450,000	-	450,000
Pupil premium	23,639	291,623	(315,262)	-	-	-
Other restricted funds	-	446,507	(446,507)	-	-	-
Other EFA grants	-	31,855	(43,304)	11,449	-	-
Pension reserve	(2,580,000)	-	(201,000)	-	(2,096,000)	(4,877,000)
	<u>(1,204,122)</u>	<u>8,042,275</u>	<u>(8,402,947)</u>	<u>(189,138)</u>	<u>(2,096,000)</u>	<u>(3,849,932)</u>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2016

16. STATEMENT OF FUNDS (continued)

RESTRICTED FIXED ASSET FUNDS

Fixed assets transferred on conversion	26,190,876	-	(420,277)	-	-	25,770,599
Fixed assets purchased from GAG and other restricted funds	431,761	-	(55,428)	200,587	-	576,920
DfE/EFA Capital grants	1,375,141	839,102	(102,708)	(11,449)	-	2,100,086
	<u>27,997,778</u>	<u>839,102</u>	<u>(578,413)</u>	<u>189,138</u>	<u>-</u>	<u>28,447,605</u>
Total restricted funds	<u>26,793,656</u>	<u>8,881,377</u>	<u>(8,981,360)</u>	<u>-</u>	<u>(2,096,000)</u>	<u>24,597,673</u>
Total of funds	<u>27,581,281</u>	<u>9,057,842</u>	<u>(9,062,092)</u>	<u>-</u>	<u>(2,096,000)</u>	<u>25,481,031</u>

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

**Designated funds**

£220k has been designated for the the sinking fund for the 3G pitch.

A further £220k had been designated for the refurbishment of the the 6th Form Block. This was completed in the year and therefore any unspent funds have been transferred into general funds.

**Restricted Funds**

**General Annual Grant** - Income from the EFA which is to be used for the normal running costs of the Academy, including education and support costs.

**Earmarked General Annual Grant** - This represents an internal designation of funds for future capital projects as detailed in the reserves policy.

**Pupil Premium** - Income from the EFA which is to be used to address the current inequalities by ensuring that funding to tackle disadvantage reaches the pupils who need it most.

**Other Restricted Funds** - This represents other various income received with restrictions.

**Pension Reserve** - This represents the academy's share of the assets and liabilities in the Local Government Pension Scheme. As with most pension schemes this is currently in deficit due to an excess of scheme liabilities over scheme assets which was inherited on conversion to an academy. The academy is following the recommendations of the actuary to reduce the deficit by making additional contributions over a number of years.

**Restricted Fixed Asset Funds**

**Fixed Assets Transferred on Conversion** - This represent the buildings and equipment donated to the school from the Local Authority on conversion to an academy.

**Fixed Assets Purchased from GAG and Unrestricted funds** - This represents funds transferred from

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

the restricted GAG fund to purchase fixed assets.

**DfE/EFA Capital Grants** - This represent funding from the DfE/EFA to cover the maintenance and purchase of the schools assets.

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

	Unrestricted funds 2016 £	Restricted funds 2016 £	Restricted fixed asset funds 2016 £	Total funds 2016 £	Total funds 2015 £
Tangible fixed assets	264,994	-	27,608,503	27,873,497	28,048,500
Debtors due after more than 1 year	-	5,000	-	5,000	-
Current assets	618,364	1,456,875	839,102	2,914,341	2,735,010
Creditors due within one year	-	(434,807)	-	(434,807)	(622,229)
Pension scheme liability	-	(4,877,000)	-	(4,877,000)	(2,580,000)
	<u>883,358</u>	<u>(3,849,932)</u>	<u>28,447,605</u>	<u>25,481,031</u>	<u>27,581,281</u>

**18. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2016 £	2015 £
Net expenditure for the year (as per Statement of financial activities)	(4,250)	(213,380)
<b>Adjustment for:</b>		
Depreciation charges	580,023	527,136
Interest receivable	(1,078)	(2,883)
(Increase)/decrease in debtors	(827,061)	20,127
(Decrease)/increase in creditors	(187,422)	50,607
Capital grants from DfE and other capital income	(870,957)	(275,185)
Defined benefit pension scheme finance cost	201,000	200,000
<b>Net cash (used in)/provided by operating activities</b>	<u>(1,109,745)</u>	<u>306,422</u>

**19. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2016 £	2015 £
Cash in hand	1,517,117	2,609,847
Designated restricted reserves	450,000	-
<b>Total</b>	<u>1,967,117</u>	<u>2,609,847</u>



NOTES TO THE FINANCIAL STATEMENTS  
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**20. CAPITAL COMMITMENTS**

At 31 August 2016 the Academy had capital commitments as follows:

	2016	2015
	£	£
Contracted for but not provided in these financial statements	<u>839,102</u>	<u>-</u>

**21. 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 Devon County Council. Both are Multi-employer defined benefit pension schemes.

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

During the previous year the employer contribution rate was 14.1%. The TPS valuation for 2012

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

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

The employer's pension costs paid to TPS in the period amounted to £632,000 (2015: £547,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website ([www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx](http://www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx)).

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2016 was £319,000 (2015: £335,000), of which employer's contributions totalled £243,000 (2015: £259,000) and employees' contributions totalled £76,000 (2015: £76,000). The agreed contribution rates for future years are 19.7% for employers and 5.5 - 7.5% 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.

Principal actuarial assumptions:

	2016	2015
Discount rate for scheme liabilities	2.20 %	4.00 %
Rate of increase in salaries	4.10 %	4.50 %
Rate of increase for pensions in payment / inflation	2.30 %	2.70 %

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

	2016	2015
Retiring today		
Males	22.9	22.8
Females	26.2	26.1
Retiring in 20 years		
Males	25.2	25.1
Females	28.6	28.4

**PLYMSTOCK SCHOOL**  
**(A COMPANY LIMITED BY GUARANTEE)**

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**21. PENSION COMMITMENTS (continued)**

The Academy's share of the assets in the scheme was:

	<b>Fair value at 31 August 2016 £</b>	<b>Fair value at 31 August 2015 £</b>
Equities	<b>1,803,000</b>	1,388,000
Debt instruments	<b>181,000</b>	240,000
Property	<b>303,000</b>	260,000
Cash	<b>52,000</b>	57,000
	-	-
Other assets	<b>736,000</b>	481,000
	<u><b>3,075,000</b></u>	<u>2,426,000</u>
Total market value of assets	<u><b>3,075,000</b></u>	<u>2,426,000</u>

The actual return on scheme assets was £355,000 (2015: £6000).

The amounts recognised in the Statement of financial activities incorporating income and expenditure account are as follows:

	<b>2016 £</b>	<b>2015 £</b>
Current service cost (net of employee contributions)	<b>(344,000)</b>	(335,000)
Net interest cost	<b>(100,000)</b>	(95,000)
Past service cost	-	(29,000)
	<u><b>(444,000)</b></u>	<u>(459,000)</u>
Total	<u><b>(444,000)</b></u>	<u>(459,000)</u>

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

	<b>2016 £</b>	<b>2015 £</b>
Opening defined benefit obligation	<b>5,006,000</b>	4,452,000
Current service cost	<b>344,000</b>	335,000
Interest cost	<b>201,000</b>	186,000
Contributions by employees	<b>76,000</b>	76,000
Actuarial losses	<b>2,348,000</b>	-
Past service costs	-	29,000
Benefits paid	<b>(23,000)</b>	(72,000)
	<u><b>7,952,000</b></u>	<u>5,006,000</u>
Closing defined benefit obligation	<u><b>7,952,000</b></u>	<u>5,006,000</u>

**PLYMSTOCK SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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**21. PENSION COMMITMENTS (continued)**

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

	<b>2016</b>	2015
	£	£
Opening fair value of scheme assets	<b>2,426,000</b>	2,170,000
Interest income	<b>101,000</b>	91,000
Return on assets less interest	<b>252,000</b>	(98,000)
Contributions by employer	<b>243,000</b>	259,000
Contributions by employees	<b>76,000</b>	76,000
Benefits paid	<b>(23,000)</b>	(72,000)
	<hr/>	<hr/>
Closing fair value of scheme assets	<b>3,075,000</b>	2,426,000
	<hr/> <hr/>	<hr/> <hr/>

**22. OPERATING LEASE COMMITMENTS**

At 31 August 2016 the total of the Academy trust's future minimum lease payments under non-cancellable operating leases was:

	<b>2016</b>	2015
	£	£
<b>AMOUNTS PAYABLE:</b>		
Within 1 year	<b>3,448</b>	14,955
Between 1 and 5 years	<b>-</b>	3,448
	<hr/>	<hr/>
Total	<b>3,448</b>	18,403
	<hr/> <hr/>	<hr/> <hr/>

**23. 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 the trust 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.

The following related party transactions took place in the year: Sales of £5,880 (2015: £4,614) were made to Elburton Primary School Academy. Mrs J Rickard and Mrs V Gregory are both directors of both Plymstock School and Elburton Primary School Academy.

**24. AGENCY ARRANGEMENTS**

The academy trust distributes 16-19 bursary funds to students as an agent for EFA. In the accounting period ending 31 August 2016 the trust received £25,939 (2015: £28,964) and disbursed £20,078 (2015: £28,964) from the fund. The balance carried forward of £5,861 (2015: £Nil) has been included in creditors.

NOTES TO THE FINANCIAL STATEMENTS  
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**25. MEMBERS' LIABILITY**

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

**26. FIRST TIME ADOPTION OF FRS 102**

It is the first year that the Academy Trust has presented its financial statements under SORP 2015 and FRS 102. The following disclosures are required in the year of transition. The last financial statements prepared under previous UK GAAP were for the year ended 31 August 2015 and the date of transition to FRS 102 and SORP 2015 was therefore 1 September 2014. As a consequence of adopting FRS 102 and SORP 2015, a number of accounting policies have changed to comply with those standards.

Reconciliations and descriptions of the effect of the transition to FRS 102 and SORP 2015 on total funds and net income/(expenditure) for the comparative period reported under previous UK GAAP and SORP 2005 are given below.

<b>RECONCILIATION OF TOTAL FUNDS</b>	<b>Notes</b>	1 September 2014 £	31 August 2015 £
Total funds under previous UK GAAP		27,892,281	27,581,281
Total funds reported under FRS 102		<u>27,892,281</u>	<u>27,581,281</u>

<b>Reconciliation of net (expenditure)</b>	<b>Notes</b>	31 August 2015 £
Net (expenditure) previously reported under UK GAAP		(167,380)
Other item - user input	A	(46,000)
Net movement in funds reported under FRS 102		<u>(213,380)</u>

Explanation of changes to previously reported funds and net income/expenditure:

A Under previous UK GAAP the trust recognised an expected return on defined benefit plan assets in expense. Under FRS102 a net interest, based on the net defined benefit liability, is recognised in expense. There has been no change to the defined benefit liability at either 1 September 2014 or 31 August 2015. The effect of the change has been to reduce the credit to expense by £46,000 and increase the debit in other recognised gains and losses in the SoFA by an equivalent amount.

