

Company Registration No. 09484306 (England and Wales)

TEACH POOLE  
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS  
FOR THE YEAR ENDED 31 AUGUST 2018

# TEACH POOLE

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# TEACH POOLE

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## REFERENCE AND ADMINISTRATIVE DETAILS

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Members	Local Governors
Trustees	<p>Senior management team</p> <ul style="list-style-type: none"><li>- CEO/Accounting Officer</li><li>- CEO/Executive Head</li><li>- Chief Finance Officer - Head of Schools-Canford Heath Junior and Canford Heath Infant schools - Head of Schools Haymoor Junior and Ad Astra Infant School</li></ul> <p>Company registration number</p> <p>Registered office Mr G Neilson</p>

# TEACH POOLE

Mr D Pawling  
Mr A Dinnivan

Dr C McCall (Chair of Trust appointed  
6th February 2018)

Mr G Neilson (Chair of Trust until 6th  
February 2018) (Resigned 16  
April 2018)

Mr C Rowling (Vlce Chair)

Mrs K Lasbury-Carter (Chief Executive  
Officer appointed 16th April  
2018)

Mrs V Arbon (Chief Executive Officer until  
15th April 2013)

Mr D Pawling (Resigned 16 April 2018)

Mrs S Moore

Mrs A Joliffe

Mrs K Spratt (Resigned 8 September 2017)

Mrs R Beaver (Resigned 16 April 2018)

Mrs J Riste

Mrs E Hall

Miss L Waterhouse (Appointed 8  
September 2017 and resigned 16  
April 2018)

Mr S Frampton (Appointed 16 April 2018)

Mr J White (Appointed 16 May 2018)

Mr R R Yates (Appointed 16 April 2018)

Keith McDonald (Resigned 17th April  
2018)

Mrs V Arbon (Resigned 15th April 2018)

Mrs K Lasbury Carter (Appointed CEO  
from 16th April 2018)

Mrs W Trueman (Resigned 31 August  
2018)

Mrs R Beaver

Miss L Waterhouse

09484306 (England and Wales)

TEACH (The Educational Alliance of  
Canford Heath)

Canford Heath Infant School

Learoyd Road

Dorset

BH17 8PJ

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# TEACH POOLE

## REFERENCE AND ADMINISTRATIVE DETAILS

Academies operated  
TEACH  
Haymoor Junior School  
Canford Heath Junior  
School  
Canford Heath Infant  
School Ad Astra Infant  
School  
Independent auditor

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London Road  
Southampton  
Hampshire  
S015 2AE  
Head Of Schools  
  
Miss Waterhouse  
Mrs Beaver  
Mrs Beaver  
Miss Waterhouse

### Bankers

### Solicitors

#### Location

Canford Heath

Canford Heath

Canford Heath

Canford Heath

Canford Heath

Moore Stephens (South) I-  
LP

33 The Clarendon Centre

Salisbury Business Park

Dairy Meadow Lane

Salisbury

Wiltshire

SP1 2TJ

Lloyds Bank Plc Poole

101 High Street

Poole

Dorset

BI-115 IAU

Paris Smith I-LP

No. 1



# TEACH POOLE

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The trustees (who are also directors of the company for the purposes of the Companies Act) present their annual report together with the accounts and independent auditor's report of the charitable company for the period 1 September 2017 to 31 August 2018. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The company was incorporated on 11 March 2015 and commenced operating as an academy trust on 1 April 2015.

The Academy Trust operates as a Multi Academy Trust of 4 primary schools, serving pupils aged 4 to 11 within the area of Canford Heath, a locality of the Borough of Poole. It has a pupil capacity of 1,470 and had a roll of 1,447 in the school census in January 2018.

## Structure, governance and management

### Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust.

The charitable company is known as TEACH Poole, The Educational Alliance of Canford Heath.

The trustees of TEACH Poole are also the directors of the charitable company for the purposes of company law. Details of the trustees who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

### Members' liability

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

### Trustees' indemnities

Since the incorporation of the Charitable company on 11 March 2015, the Trustees have been indemnified in respect of their legal liability for financial loss arising as a result of a negligent act, accidental error or omission in the course of their official duties. All schools within the Trust are members of the Government RPA scheme, which provides professional indemnity cover.

### Method of recruitment and appointment or election of trustees

It is the role of the Members of the Trust to appoint Trustees but the Board of Trustees have delegated power to appoint Trustees without needing approval from the members. They are selected from a variety of sources such as the local community, businesses within the community, and local educational establishments. All prospective Trustees are interviewed by a panel of Trustees prior to appointment. The term of office for any Trustee is four years and thereafter they may be re-appointed. The make-up of the Board includes experienced noneducational professionals, Executive leaders and the CEO/Executive Headteacher. The Chair of the Trust Board is elected annually at the first Board meeting of the year. Committee Chairs are elected from within their number at the first meeting of the year.

### Policies and procedures adopted for the induction and training of trustees

Training and induction provided for new Trustees will depend on their existing experience. All new Trustees are provided with key documents such as the Trust Data pack, individual Academy evaluation summaries, and The Essential Trustee. In addition, they are guided, via the Clerk to the Trust, to appropriate training provided through the purchase of a service level agreement with a local teaching school for governance support. Induction is carried out informally and is tailored specifically to the individual. The Clerk to the Trust Board retains a record of training undertaken.



# TEACH POOLE

## TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2018

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### Organisational structure

The TEACH Trust's organisational structure for the period 01.04.16 to 15.04.18 consisted of 3 layers. the Members, the Trust Board, consisting of 12 Trustees, and various committees each covering specific aspects of the Trust's work and business.

#### The Trust Board convened committees as follows:

A Scrutiny/Standards Committee which focussed on outcomes and standards across all 4 schools. This panel met half termly and its composition was made up of both Trustees and local governors.

An SEN/Safeguarding Comrn).tteg which focussed on safeguarding and SEN policy, SEN needs/provision, procurement of SEN Advisory services, exclusions, staff supervision, implementation, and child protection demands.

A Finance/Audit and Staffing Committee, which focussed on financial regularity, budget scrutiny and staffing matters. This panel met termly and consisted of Trustees and local governors,

A Premises Committee which focussed on Health and safety. estates planning, and the procurement and appointment of contractors to respond to the repair and maintenance requirements of the 4 schools.

An IT/E.Safety Commttee which focussed on improvements to the IT infrastructure of the 4 schools, including procurement of both hardware and software, including the quality assurance of e.safety provision.

A Business Development Committee which focussed on income generation, marketing, lettings, out of hours activity, website development and PR demands.

Separate panels for the Performance review of the Executive leadership and for decision making re. staff pay were convened when needed. Grievance, disciplinary, exclusion panels etc were convened as required and attended by Trustees.

The organisational structure for the period 16.04.18 to 31.08.18 also consisted of 3 layers: the Members, the Trust Board, consisting of 12 Trustees, but the various committees have been adjusted to cover differing aspects of the Trust's work and business.

#### The Trust Board convened committees as follows:

A Standards Committee Which focussed on outcomes and standards across all 4 schools, including all groups of pupils. This panel met half termly and its composition was made up of both Trustees and was attended by senior school staff.

A Compliance/Pupil Safeguarding Committee which focussed on safeguarding and child protection issues; and all aspects of the Trust's health and safety and compliance matters.

A Finance and Audit Committee, which focussed on financial regularity and budget scrutiny. This panel met half termly and consisted of Trustees and was attended by the Chief Finance Officer.

A Staffing Committee which focussed on general staffing policy and matters, staff recruitment, staffing structures and pay.

Two specialist panels were convened, in addition to the above committees, between 16.04.18 and 31.08.18 — both were back-yearing panels to consider summer born admission request.

Most Committees met once each half term. See Trust website for details of all meetings and attendance.

The Committees are accountable to the Board of Trustees. Any devolved and delegated authority from the Trust Board to the Committees is detailed in the agreed Governance Framework which includes the Scheme of Delegation, roles and responsibilities, and Terms of Reference for the Board and all Committees. See Trust website.

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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The Trust Board is accountable to the Department for Education and the Education and Skills Funding Agency.

Until 15.04.18, Executive Leadership of the 4 Academies has been provided by the appointment of a single Executive Headteacher. This individual had oversight, supported by individual Heads of School, for the day to day leadership and management of each school. The EHT was responsible for developing and implementing plans, which sought to deliver the best possible education for pupils within agreed budgets and the scheme of delegation approved by the Trust Board.

The Trust Board and Executive Head had the support of a separate Chief Executive Officer, until 15.04.18, who was also the Responsible Officer and accountable to the Department for Education and the Education and Skills Funding Agency.

From 16.04.18, when the CEO retired, following a robust consultation process by the Board, Members and Trustees restructured the executive leadership of the Trust, and combined the role of CEO and Executive Headteacher.

### Arrangements for setting pay and remuneration of key management personnel

The Trust has adopted the Borough of Poole's Pay Policy and this is applied in respect of both teachers and support staff pay following normal performance review meetings. A pay review panel of selected Trustees is convened prior to each October half term to consider proposals. The Executive Head/CEO presents her recommendations to the panel and decisions are minuted by the Clerk to the Trust Board. In respect Of key management personnel, the Executive Head and the CEO, the Trust Board sought the annual advice of an external adviser and meet with them to review performance. This takes place shortly after each October half term. Following this performance review, a second pay panel is convened to consider Executive Pay. Guidance on the appropriate pay range for the EHT and CEO was provided through an independent external commissioned report to the Trust Board in 2015. This provided benchmarks and criteria for the Trustees to consider.

Following the retirement of the CEO, when the two roles of CEO/EHT were combined, the Trustees sought advice from Unions, HR Advisors and national payscales for headteachers and CEOs when setting the agreed pay point. Trustees considered the retention of the EH T, the increased responsibility of becoming the Accountable Officer and any capacity issues surrounding the shared role. They also carefully considered the benefits of the proposed savings to the Trust of having one shared post.

### Trade union facility time

Since 2015 TEACH Poole formed termly joint JCC meetings with the main Teacher, Support Staff and Head Teacher Unions. There are no services purchased and no costs to date for any trade union representatives, as to date, none have been on staff.

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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### Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period

Full-time equivalent employee number

Percentage of time spent on facility time

Percentage of time

Number of employees

0%

-

1%-50%

-

51%-99% 100%

-

-

Percentage of pay bill spent on facility time

Total cost of facility time

Total pay bill

Percentage of the total pay bill spent on facility time

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours

### Related parties and other connected charities and organisations

Ad Astra Infant School, one of the Trusts individual Academies, is the lead school for a local SCI TT (School Centred Initial Teacher Training) partnership of around 40 local primary schools. The SCI TT Finances are led and managed by a senior member of the Trusts Finance Department and following the updated ESFA guidance have been incorporated within the Trusts accounts.

In addition the Trust is a Strategic partner in a local Teaching School known as Sigma. There is no formal financial connection.

### Objectives and activities

#### Objects and aims

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

- a. The academy Trusts objectives are to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum or educational institutions which are principally concerned with providing fulltime or part time education for Children of compulsory school age, who by reason of illness, exclusion from school or otherwise, may not for any period receive suitable education unless alternative provision is made for them.
  - b. To promote for the benefit of the inhabitants of the areas in which the Academies are situated the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reasons of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances of for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.
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# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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### Aims

#### Children First

Our vision and aim is to promote a love of learning in order to maximise the life chances of every child in our Trust. Through nurturing, high expectations and skilled teaching, we aim to have a lasting and positive impact on our local and wider community

It is the belief of the Multi Academy Trustees and staff that being a Multi Academy Trust enables us to create stronger partnerships and collaborate more for the benefit of our children and community. Trustees believe that, in order to meet the needs of our children and our community, having a shared strategic vision is a powerful method of ensuring standards are raised, and that our four schools become effective and viable organisations in a time of financial constraint.

At a time when Local Authority services are diminishing, schools are increasingly finding themselves working alone. The TEACH Multi Academy Trust provides a means of bringing Canford Heath schools together, serving a common purpose and providing continuity in learning from Early Years through the Primary age range. We seek to build good relationships with our local Secondary schools and pre-schools, aiming to help our children transfer smoothly into the next phase of their education.

### Our Values

Our Trust promotes the following two sets of values.

British Values of:

- Democracy
- Mutual Respect and tolerance
- Equality
- Rule of Law
- Individual liberty

### TEACH Values

of . Trust

- Excellence
- Aspiration
- Collaboration
- Honesty

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### Objectives, strategies and activities

#### Our Priorities

To achieve our vision we have the following 9 priorities:

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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- Improve the life chances of all children within our Trust,
- Raise aspirations
- Promote excellence of teaching and learning for all our children
- Ensure consistently high expectations of achievement across all of our schools
- Develop a highly skilled and motivated workforce
- Maximise and develop the use of all our resources, including our financial resource, for the promotion of learning and wellbeing.
- Work effectively and in partnership with parents and carers, professionals and the wider community to promote children's rights, learning, health and well-being
- Work collaboratively With external partners to widen the range of opportunities available for our children and their families
- Promote lifelong learning

All our priorities are equal but the effort we put into each priority is determined regularly by consideration of the level of risk to its realisation. The Trust has a risk register that reflects our current assessment of risk and the actions to mitigate.

### The Trust seeks to meet its 9 priorities as follows.

1. Improve the life chances of all children within our Trust by,
    - Promoting the 5 good learning behaviours of resilience, resourcefulness, reflectiveness, readiness and responsibility.
    - Promote a growth mindset.
    - Ensuring basic skills are taught well, enabling every child to reach their potential.
    - Providing a broad and balanced curriculum so that a wide range of skills are promoted and developed.
    - Fostering strong British values of respect democracy, respect, rule of law, equality, individual liberty tolerance and fair play through a Rights Respecting curriculum.
    - Giving our children a sense of self worth by promoting their self- esteem, confidence and sense of belonging.
    - Providing enrichment and challenge opportunities that excite and inspire.
    - Providing appropriate additional support to our vulnerable/disadvantaged children
    - Ensuring our Safeguarding practices are robust and clear.
    - Improving attendance and punctuality so that all children can make the most of their time at school and arrive at school ready and willing to learn;
    - Targeting our resources (Pupil Premium etc) to maximise our effectiveness.
    - Working with our pre-schools and local Secondary schools to ensure effective transition to each new stage of learning for children, and there is continuity of expectations, policy and practice.
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# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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2. Raise aspirations by;
  - Promoting the possibilities afforded by the wider world
  - Promoting the possibilities afforded by the world of work (Careers week) and higher education
  - Promoting a Rights respecting Agenda
  - Parent workshops/presentations
  - Ensuring children are School ready and Secondary ready
  - Creating among children a sense of national and local pride.
3. Promote excellence of teaching and learning for all our children by;
  - Formulating a creative, coherent, and engaging curriculum that is understood and delivered across the Trust schools
  - Improving continuity in learning so that children do not lose momentum, or interest, when they change classes or schools
  - Encouraging parents/carers and professionals to have high expectations of their children, enabling them to have high expectations of themselves
  - Fostering creativity and innovation in our children
  - Building an inspiring learning journey by working together to ensure effective transition to each new stage of learning for children
  - improving pupil behaviour through clear and consistent policy
  - Ensuring the curriculum meets childrens personalised needs
  - Actively encourage support staff, teachers and school leaders to share their expertise for the benefit of all members of our Trust
4. Ensure consistently high expectations of achievement across all of our schools by;
  - Clear and well understood assessment systems
  - Common approaches to provision (workbooks, curriculum planning)
  - Regular work scrutiny
  - Moderation of pupil outcomes
  - Common approaches to data collection
  - Regular external scrutiny/inspection
  - Robust self evaluation and clear action planning
  - Providing a professional and attractive educational environment in which pupils, teachers and support staff can work effectively
  - Common policy and practice as one employer
  - Promoting high levels of attendance for both staff and children
  - Professional dress code
  - Common marketing and promotional material (brochures, publications, websites)
  - Opportunities to look beyond Canford Heath and learn from others. Outward facing.
5. Develop a highly skilled and motivated workforce by;
  - Recruiting outstanding practitioners to our schools
  - Retain and develop talented professionals within our schools;
  - Good succession planning
  - Giving staff a sense of self worth by promoting their self- esteem, confidence and sense of belonging

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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- Sharing expertise and best practice
  - Providing relevant, high quality, effective professional development for all staff
  - Providing appropriate rewards and incentives
  - Robust line management/professional feedback and appraisal
  - Good accountability structures
  - Building capacity where needed
  - Consideration of work4ife balance and staff well-being.
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6. Maximise and develop the use of all our resources, including our financial resource, for the promotion of learning and wellbeing by,

- Ensuring governance is of high quality and has effective oversight of the Trust
- Effective deployment of staffing
- Introducing a mobility clause in staff contracts
- Re-structuring of staffing when necessary
- Economies of scale through significant collective bargaining
- Robust procurement
- Creation of a central Finance team
- Centralising and creating uniform administration systems
- Centralising leadership and management of a Trust Estates Team
- High quality / T management and resources
- Regular review of operations to ensure smooth running of the whole organisation
- Sharing our expertise and learning from others.

7. Work effectively with parents and carers, professionals and the wider community to promote pupil learning, health and wellbeing by;

- Appointing staff who will work and engage with parents to support their child(HALO, Pastoral, Inclusion leaders)
- Establishing a parent forum to understand parents perspectives and views
- Encourage and support the PTA of each school by working collaboratively and with a common purpose
- Appoint community and parental representatives as local advisers and trustees
- Parent workshops to help parents make an effective contribution to their children's learning
- Inviting parents and carers to school events, exhibitions and performances etc
- Regular parent consultation meetings
- Provide high quality annual reports
- Working with health professionals to support the promotion of well-being and child health.

8. Work with external partners to widen the range of opportunities available for our pupils and their families;

- Museum Service
- Peripatetic Music Service
- Soundstorm/BSO

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

- Sporting organisations
  - Rockley Park
  - Cultural Hub/Att organisations
  - Secondary schools
  - Pre-school/s/Nurseries
  - Churches
  - Health Professionals
  - Other MATs/Maintained schools
  - Poole Local Authority.
9. Promote lifelong learning;
- Engage children in a high quality curriculum, which will engender a love of learning
  - Promote curiosity through stimulating and creative lessons and learning opportunities
  - High quality PSHCE sessions to promote a social conscience and a desire to give back to the community
  - Develop children's learning skills and behaviours to ensure they improve their resilience, resourcefulness, reflectiveness, responsibility and readiness.

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### Public benefit

The trustees have complied with their duty to have due regard to the guidance on public benefit issued by the Charity Commission in exercising their powers and duties.

The Trustees have considered the Charity Commissions guidance on Public Benefit. The key public benefit delivered by the 4 schools is the maintenance and development of high quality education. In doing this, the Trust not only offers a broadly balanced academic education but aims to educate the whole individual by-

- Promoting the spiritual, moral and cultural development of its pupils through a careful relevant programme/scheme of work.
- Preparing the pupils for the opportunities and responsibilities of later life through a very wide and engaging programme of extra-curricular activity, including residential visits and trips. Many of these are offered and undertaken without charge.

## Strategic report

### ACHIEVEMENTS AND PERFORMANCE

#### SEPTEMBER 2017 -AUGUST 2018

#### OF-STEP INSPECTIONS 1 QUTCOMES

All four TEACH Trust schools remain graded Good or Outstanding by Ofsted, with three Of the four schools undergoing inspection, under the latest Ofsted framework, during this academic year.

The outcomes and dates of inspections are as follows:

Haymoor Junior School — Good — April 2018 (previously inspected in October 2012)

Ad Astra Infant School — Good — January 2018 (previously inspected in January 2014)



# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

Canford Heath Junior School — Good — December 2017 (previously inspected in November 2011)

Canford Heath Infant School — outstanding — last inspected in February 2008

### ATTAINMENT OUTCOMES

EARLY YEARS OUTCOMES 2018							
Good level development (GLD)		Ad Astra Infant School		Canford Heath Infant School		NCER National 2018	
Outcome		73%		80%		71.50/0	
YEAR ONE PHONICS OUTCOMES 2018							
Ad Astra Infant School				Canford Heath Infant School		NCER National 2018	
Year One Phonics Assessments	Y1 Pass	End Of Key Stage Pass	Year One Phonics Assessments	Y1 Pass	End Of Key Stage Pass	Year 1	End Of Stage
	84%			98%	98%	82.5%	92%

## -II-

KEY STAGE ONE ATTAINMENT 2018			CHIS (120 pupils)		TEACH KS1 COMBINED (209 pupils)		NATIONAL KSI 2018		POOLE KSI 2018	
	EXS	GDS	EXS	GDS	EXS	GDS	EXS	GDS	EXS	GDS
Il pupils										
Reading				34%	81%	33%	75.4%	25.6%	78.2%	28.4%
Writing			77%	23%	74%	210/0	69.9%	15.9%	73.1%	18.7%
Maths	81%	29%				34%	76.1%	21.8%	79.6%	26.1%
Science	840/0				87%		82.8%		83.7%	
RWM combined	70%		74%		72%		65.3%	11.7%	69.2%	14.1%
KEY STAGE TWO ATTAINMENT 2018	School		Canford Heath Junior School (118 pupils)		TEACH KS2 COMBINED (206 pupils)		NATIONAL KS2 2013		POOLE KS2 201B	
	EXS	GDS	EXS	GDS	EXS	GDS	EXS	GDS	EXS	GDS
Il pupils										
Reading	67%		72%	30%	69%	28%	75%	28%	71%	28%
Writing		24%			31%	27%	78%		79%	
Maths			76%	25%	75%	26%	76%	24%	73%	24%

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

Science										
GPS	81%		84%	31%	83%	35%	78%	340/0	74 %	32%
RWM combined	58%	140/0		14%		14%	64%		61%	13%
<b>KEY STAGE TWO 2018 AVERAGE SCALED SCORE</b>	<b>Haymoor Junior School</b>			<b>Canford Heath Junior School</b>			<b>NATIONAL KS2</b>		<b>POOLE</b>	
Reading	103.7			104			105.1		104.6	
Maths	104.8			103.3			104.1			
GPS	107.			105.9			106.2		105.6	

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

### PROGRESS OUTCOMES AT KEY STAGE TWO 2018

KEY STAGE TWO PROGRESS 2018	Haymoor Junior School		Canford Heath Junior School		NATIONAL		POOLE	
	All pupils	Disadvant aged	All pupils	Disadvant aged	All pupils	Disadvant aged	All pupils	Disadvant aged
Reading	-2.6	-2.6	-2.5	-2.8		-0.6	-1.4	-3.4
Writing	-0.7	-1.0		-2.0		-0.5	-0.2	-1.5
Maths	-1.2	-2.1	-2.6	-3.3	0	-0.6	-1.2	-2.8

The Trust recruited a Standards and Scrutiny Leader in September 2017 to support the development of high quality teaching, leading to improved outcomes. The SSE has successfully developed and enhanced trust-wide interventions, data analysis and question level analysis. This role will continue to be developed to have an even greater impact on outcomes, in the forthcoming academic year.

Attainment headlines- judgements relating to whether attainment is 'in-line', 'above' or 'below' National Standards are specified in the FFT data collection software which informs the ASP and Inspection Dashboard Summary reports used by Ofsted.

\* Attainment of pupils at CHJS is in line with national average in reading, maths and RWM combined at EXS and GDS

\* CHJS GPS attainment is above national at EXS and in line with National at GDS

\* CHJS writing outcomes are significantly above national average at EXS and GDS

\* HJS pupil attainment is in line with national average in writing and maths at EXS and GDS

\* HOS pupil attainment is broadly in line with national average in reading at EXS and in line with National average at GDS

\* HJS pupil attainment is in line with national average in GPS at EXS and above National at GDS

### Progress headlines

\* Value added (VA\*) writing progress at both juniors is in line with national average, despite very high KSI outcomes.

\* All other value added progress measures are significantly below the national average, which is also a reflection of unusually high KSI outcomes in this cohort. However, all contextual value added progress measures are at least in line with national average. High prior attainment has significantly impacted progress measures: at HJS 45% of the cohort had high prior attainment and at CHJS 49% of the cohort had high prior attainment, compared to 31% nationally.

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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The IDSR recognises inherent disparities between prior attainment data at KSI and subsequent test outcomes at KS2.

\*VA progress is based on prior attainment at KSI

\*\*CVA progress is based on prior attainment at KSI, taking into account contextual factors such as disadvantage, SEN and school deprivation indicators.

### ATTENDANCE INFORMATION FOR 2017-18

	Ad Astra Infant School	Canford Heath Infant School	Haymoor Junior School	Canford Heath Junior School
Whole School	96.7	96.5	97.0	96.8
Authorised absence	2.5	2.4	2.1	2.1
Illness (I Code)	2.3	2.2	1.7	1.9
Unauthorised absence	0.8	1.1	0.9	1.1
Unauthorised Leave of absence (G Code)	0.5	0.7	0.4	0.4

The work of all staff and the Home Academy Liaison Officer has meant that attendance in all 4 schools continues to improve.

In Poole, TEACH has the highest performing attendance and PA figures, according to Borough of Poole 5-19 Services.

### OTHER NOTABLE ACHIEVEMENTS

#### UNICEF RIGHTS' RESPECTING AWARDS

Canford Heath Junior School was awarded the Unicef Gold Rights' Respecting Award in July 2018, and has now been a Rights' Respecting School since 2010. Canford Heath Infant School is awaiting its Gold re-validation, which will take place in the Autumn Term, next academic year.

Ad Astra Infant School and Haymoor Junior School both achieved not just Bronze, but also the Silver Rights' Respecting Awards and are well on their way to be assessed as Gold Schools.

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# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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### MUSICAL ACHIEVEMENTS

The Music curriculum was again enriched by a large scale TEACH Trust Music Concert held at the Lighthouse Theatre in Poole. Hundreds of TEACH pupils took part and the very successful and much-enjoyed event was watched by an audience of over 1000 parents.

In order to improve pupil life chances and experiences, the TEACH Trust allows pupils who are eligible for free school meals to be subsidised for annual musical tuition with peripatetic music teachers. The uptake of this has dramatically increased this past academic year. In addition, First Access Project funding saw 210 children in both year 4 cohorts learn to play a brass instrument.

A higher than ever number of pupils achieved national grades in musical instruments this year. Five pupils achieved a formal grading in violin; and 4 achieved formal grades in piano.

More than 200 TEACH parents and children attended the Royal Albert Hall, where the children were part of a mass choir of 5000 children. This will be repeated again next November with the TEACH orchestra, which will be performing in the Music for Youth Proms. The TEACH orchestra was also involved in the Symphony 125 project, which saw them performing with the Bournemouth Symphony Orchestra at the Lighthouse.

### SPORTING ACHIEVEMENTS

Sport has continued to be a high priority for schools within the TEACH Trust and PE budgets and Sports Premium funding is spent wisely on aspects of school sporting life that will make the biggest impact. As well as employing two specialists PE teachers across both junior schools, both infant schools have invested significantly in the development of physical education and healthy lifestyle education.

#### Notable achievements include

Two Haymoor pupils represented Poole in the County Swimming Gala, in which Poole won. This resulted in one pupil being placed as county champion in one category and the other being placed second and third in the county.

A further four Haymoor pupils were selected to represent Poole at the County Finals held at Kings Park, in the 150m, 60m and long jump events.

Following attendance at the Poole and East Dorset School Sports Football trial, one Haymoor girl was selected which led to her participation in the English Schools F.A. National Finals held in Liverpool.

One Year 5 HJS pupil was selected at the PEDSSA District Football Trials for the upcoming season, and another Year 5 Haymoor pupil participated in the National Life Saving Competition 2018.

Year 5 and 6 girls teams at HOS were placed first in the Poole Schools Gala in March 2018.

Canford Heath Junior School achieved a Silver School Games Award from for its commitment to sport and competitive activities.

The CHOS year 6 team were runners-up in the Poole Schools Football tournament with 1 boy selected, after attending trials, to represent the Poole & East Dorset district football team to play against other regional teams. 30 children from CHJS competed in the Poole schools swim galas, with 3 girls gaining bronze and 1 girl gaining a silver.

2 CHJS children competed in the Poole Schools athletics in June 2018. 1 Y6 girl was Poole champion in both her events and the Y5 boy gained silver. Both went on to represent Poole schools at the County Finals.

It is the Trust's policy to endeavor to ensure all pupils meet the national curriculum PE requirement for all 11 year olds to be able to swim at least 25m unaided. Therefore, swimming catch up sessions are offered across KS2 for all pupils who still cannot swim 25m unaided by the end of the formal taught lessons, which take place in Year 3.

The Life Education Bus was also reintroduced to our Trust, which is now funded with the help of Sports Premium Funding.

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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### HIGH QUALITY DEVELOPMENT OF STAFF

The Executive Headteacher, and two deputy headteachers, are involved in delivering the teaching programme with the local SCITT (School Centred Initial Teacher Training) to ensure the Trusts high profile is maintained for potential newly qualified recruits.

Investment in high quality leadership training programme, StudyFlex, has continued, including the introduction of training opportunities for newer teachers who are aspiring leaders. Retention allowances have been used, when needed, to retain talented professionals within our schools. There is a strong CPD programme established for all staff and a well-received staff incentive programme to show how much staff are valued. The Staff Absence policy was also implemented across all 4 schools to ensure wellbeing of staff.

In addition, this year, the Trust now has four Specialist Leaders in Education (SLEs) and one Local Leader in Education (LLE) amongst its staff, who are used to regularly share their expertise with other schools.

### IMPROVED COMMUNICATION AND RELATIONSHIPS WITH PARENTS

This year, the Trust created and worked extensively with a new Parent Forum — a body of parents from across the schools — to respond to queries or parental concerns and also share Trust-wide matters directly with parents. There were also a number of cross-Trust PTA meetings, where fundraising ideas and other issues were discussed with the executive leadership team.

Parent workshops were also organised to help parents make an effective contribution to their children's learning; and parents and carers attended a large number of school events, exhibitions and performances. Regular parent consultation meetings were also held and parents were provided with high quality annual reports, with autumn term summaries.

Parental questionnaires from all four Trust schools were overwhelmingly positive, with any common areas of concern being proactively addressed by the Heads of Schools for the forthcoming year.

### POOLE SCITT 1 SCHOOL DIRECT

Poole SCI TT had an extremely successful year in 2017-18, with a small but very high quality group of trainees. Of the 19 PGCE and 1 QTS salaried trainees who started the course, all graduated meeting the Teacher Standards to a high level. Of the 19 who undertook the PGCE course, all passed their Masters assignments at the first attempt, and 6 of the cohort were awarded a Distinction by Kingston University. All the graduates obtained teaching jobs in the local area before the end of the academic year.

TEACH undertook the training and development of one Schools Direct trainee during this academic year, through Poole SCI TT, which led to the successful qualification of the trainee to QTS. This high quality newly qualified teacher is now successfully employed by one Of the TEACH schools.

### CAPITAL PROJECTS TO IMPROVE THE SCHOOLS

A number of capital projects (over £10,000) took place to develop and improve the learning environments across our Trust schools, this year.

Fencing for perimeter and gates	Ad Astra	£12,550
Replacement and refurbishment of doors, carpets and plasterboard	Ad Astra	£10,309
35 HP micro towers and pro-tection board	AA/ HJS	£11,880
Outdoor grounds play equipment (Sports Premium Funding)	CHIS	£30,780
PPA Room conversion incl electrical works and carpet	HJS	£1 5,658
IT projectors for all schools	ALL	£11,733

### OUTWARDS FACING INVOLVEMENT IN EDUCATION

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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The TEACH Trust continues to offer a strong contribution to education from its involvement in a number of educational organisations. These are as follows:

Maintained strong contribution to system leadership outside of the Trust through membership of key local working parties (Standards Board, New BCP Standards Board, Schools' Forum, Poole Schools' Association, moderator networks) in order to ensure good understanding of current effective practice and development of future policy and practice.

Active members of SIGMA Teaching School Alliance, including the deployments of 4 SLEs and 1 1-I-E.

Carried out a number of community-focussed events — e.g. concerts; bonfire events, Christmas fairs, local fundraising etc.

Active membership of Poole Schools Association to ensure ongoing liaison with local Secondary schools and other schools in the town,

### Going concern

The Board of 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 TEACH Trust to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

The TEACH Trust made a surplus of £137,559 in the year and has net assets, after the pension scheme liability, of ~~£9,400,476~~ at the year end. The Trust had net current assets of £835,173 and had cash balances of £951,901 at the year end. As such, the Board of Trustees has a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future and so the financial statements have been prepared on a going concern basis.

## Financial review

### Overview

Most of the Trust's income is obtained from the Department for Education, via the Education and Skills Funding Agency, (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The 4 Trust schools also undertake additional activities such as the letting of school premises to the public to provide additional income to support our educational aims. Funding from the ESFA is lagged and is based on the previous year's autumn census pupil numbers.

The detailed accounts are contained on page 3B onwards for the year ended August 2018.

- Statement of Financial Activities (SoFA) including income and expenditure account and Statement of Total Recognised Gains and losses.
- Balance Sheet
- Cashflow

### Employee Consultation

The Trust established a Joint Consultative Committee with local Union representatives in February 2016. Current participation is from the following Unions:

Unison, ATL, NUT, NASUWT,

The Trust has met formally with the JCC on the following dates,

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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10.10.17

18.01 .18

11.06.18

The following were items covered by these meetings,

Union Facility Funding, accident statistics, reported violent and abusive incidents, redundancies, staff structures, policy consultations. framework for consultation, teachers and support staff pay award.

### Reserves policy

The purpose of the reserves policy for TEACH is to ensure the stability of the schools' operations, to protect it so it has the ability to adjust quickly to challenging financial circumstances.

TEACH MAT holds reserves in order to:

- provide sufficient working capital to cover delays between spending and receipt of grant income
- provide a cushion to deal with unexpected emergencies such as urgent maintenance or long term sickness where unforeseen costs are incurred.
- build up funding for planned future capital projects.
- provide adequate reserves for years when funding levels are under pressure and/or there are expected new cost drivers (Teacher pensions, Employer NI costs, ESG funding cuts etc)

The Trustees and Senior Leadership Team identify the need for access to overall reserve funds held by the Trust and confirm that the use is consistent with the purpose of the reserve as described in its policy.

Authorisation to use reserves of any kind is made by the Trustees at the Finance, Audit and Staffing Committee up to a cumulative maximum of £60,000. Use in excess of this is taken to the Trust Board. The Trustees have determined that the appropriate level of free reserves should be equivalent to one month's average payroll costs, currently £400,000.

The Trustees review the reserve levels termly. Reserves are reported and reviewed regularly at Finance meetings. All reserves held by the TEACH Trust will be used to further the educational activities Of the Trust.

At 31 August 2018 the balances in the Trust's revenue funds were:

GAG restricted fund      £338,844

Other DfE/EFA funds   £32,241

Unrestricted funds      £392,564

SCITT funds                £69,690

Total revenue reserves £833,339



# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

### Investment policy

The Finance Committee will review on a regular basis the level of reserves held by the Academy Trust. As part of this review the short, medium and long term needs of the Trust are assessed. The focus is on adequate reserves for years When funding levels are under pressure and/or there are expected new cost drivers (Teacher pensions, Employer NI costs, ESG funding cuts etc)

The Trust will review the scope and level of funds in interest bearing accounts to protect fragile reserves and the likely calls on these by unfunded cost pressures facing the education sector.

Decisions and statements relating to this are discussed at the Finance Committee.

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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### Principal risks and uncertainties

The Board of Trustees have assessed the risks to which the Trust is exposed and have implemented actions to mitigate or eliminate them. The risk management process dictates that the Trust produce a detailed risk register which is accompanied by a range of mitigation strategies (including ensuring policies are up to date, and that relevant members of staff are assigned to each risk).

The internal audit function is designed to test that key risks have been identified and that mitigation strategies are in place and are robust.

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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The major risks, which have been identified, and which mitigation has and is taking place, are,

Risk	Examples of Mitigation
<p><b>Operational Risks</b></p> <p>Poor governance, and accountability structure.</p> <p>The Trust is not compliant with statutory duties and requirements.</p> <p>Trust schools do not run smoothly.</p> <p>Building and interiors deteriorate due to poor estate management/ investment in condition.</p> <p>Difficulty in Recruitment and Retention of quality Staff</p>	<ul style="list-style-type: none"> <li>• New Governance Structure shared with all Trustees and governors</li> <li>• New scheme of Delegation prepared and agreed.</li> <li>• Vision and values reviewed.</li> <li>• New Clerk appointed.</li> <li>• Learn from other MATS.</li> <li>• Website compliance. Purchase and design of 4 new websites.</li> <li>• E Safety compliance. Major review of policy to ensure all 4 schools have same agreed policy.</li> <li>• Health and Safety compliance led by Estates Manager</li> <li>• Critical Incident Policy prepared and implemented</li> <li>• Regular operation meetings to ensure good communication across the Trust in operational matters</li> <li>• Significant investment in Trust leadership development</li> <li>• NQT support programme</li> <li>• Trust wide CPD</li> <li>• Maintain relationship with Poole SCITT</li> <li>• Membership of SIGMA Teaching School Alliance.</li> </ul>
<p>comes for children which are not leading to poor Ofsted judgement.</p> <p><b>Declining reputation and confidence of parents and the local community in the quality of our 4 schools</b></p>	<ul style="list-style-type: none"> <li>• Review/implementation of improved assessment systems/moderation/standardisation</li> <li>• Curriculum planning reviewed and monitored weekly</li> <li>• Weekly Work/book scrutiny with emphasis on Pupil premium</li> <li>• Handwriting/presentation focus</li> <li>• More parental involvement in pupil learning (workshops, feedback, online)</li> <li>• Homework review</li> <li>• SEN Review</li> <li>• Additional SEN Lead teacher appointed</li> <li>• Lexia Reading intervention purchased</li> <li>• Maximise parental confidence and enthusiasm for the new Trust through the appointment of new Music Director to promote performance and artistic engagement, parent workshops on key subjects, good communication.</li> <li>• Establishment of Parent Forum separate to PTA to meet regularly with CEO and EMT.</li> <li>• Regularly survey/questionnaire parents to seek feedback</li> <li>• Marketing/PR promoted</li> </ul>

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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<p><b>Financial Risk</b></p> <p>The Trust fails to manage and address areas over which there is a financial risk such as:</p> <p>Declining pupil numbers Fraud/Corruption Lack of knowledge of financial climate Lack of appropriate financial oversight Poor financial planning Poor budget monitoring Poorly managed growth</p> <p>I-GPS deficit. Seen as a risk. However 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 DFE. This guarantee came into force on 18th July 2013.</p>	<p>Clear policies to address Fraud and Corruption</p> <ul style="list-style-type: none"><li>• Chief Finance Officer is well informed and attends appropriate networks for advice and knowledge</li><li>• Reserves are managed carefully.</li><li>• Reserves increased when possible to enable difficult periods to be managed prudently</li><li>• Monitor closely pension assessment (2019)</li><li>• Maintain TEACH's representation on the Schools' Forum for knowledge and information</li><li>• Procurement of services reviewed for best value</li><li>• Increase income where possible and feasible</li></ul>
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Where appropriate there is adequate insurance cover in place to mitigate impact.

The Trust Board receive, at each meeting, a summary risk report identifying which risks are deemed to be reducing and which are increasing.

### Fundraising

The Schools and the PTAs raise money for local or national charities they wish to support in an academic year. Usually fund raising for the school is decided by the school council.

Income from fundraising projects and requests run by the schools are used to benefit students directly and support the costs of resources, educational visits, activities, and improvements to educational facilities at individual schools. Publicity for fund raising events is measured and is restricted to students at the school, their family members and the local community.

For trips that occur during the school day, parents are requested to make a voluntary donation towards the costs of the trip. Parents are made aware that there is no obligation to contribute and no student will be omitted from the trip if their parents do not contribute, but the trip may not take place if sufficient voluntary contributions are not forthcoming.

The Trust does not work with any third party commercial participators or professional fundraisers to raise funds. There have been no fundraising complaints during 2017/18.

Fund raising projects for the school are managed through the school news letter and other communications with parents. Voluntary donations towards trips are requested through letters to parents ensuring they are not made to feel pressurised into paying as it is voluntary and not compulsory. Reminder letters are not issued for any donation requests.

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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### Plans for future periods

The TEACH Trust continues to pursue its strategic Vision of working to ensure each of its Academies become high performing and successful schools, each delivering outstanding academic results and producing confident and engaged pupils. To deliver this vision the Trust strategic plans for the immediate future include:

Raise standards for all year groups	<ul style="list-style-type: none"><li>• Improve standards of reading across the whole Trust.</li><li>• Further improve standards of writing across KS 1 .</li><li>• Improve standards of maths in KS2.</li><li>• Improve practice to engage learners in Year 6.</li><li>• Further improve standards of provision in EYES at Ad Astra.</li></ul>
Raise provision and standards for vulnerable learners or groups	<ul style="list-style-type: none"><li>• Improve expertise and provision for SEN Pupil Premium children at Ad Astra and Haymoor.</li><li>• Ensure Pupil Premium spending achieves improved outcomes for most vulnerable children.</li><li>• Further improve SEN provision in EYFS at CHIS.</li><li>• Further improve standards of behaviour, particularly for high needs pupils, at Haymoor.</li></ul>
Governance and accountability	<ul style="list-style-type: none"><li>• Recruit two new members</li><li>• Review internal controls and make efficiencies in central services.</li><li>• Trustee skills audit and training.</li><li>• Review of effectiveness of committees.</li><li>• Develop new and updated SWOT analysis and risk register.</li></ul>
Strategic direction	<ul style="list-style-type: none"><li>• Develop updated strategic direction for Trust.</li><li>• To develop the growth mindset for all members of the Trust community.</li><li>• Integrate more fully the Poole SCI aspect of the Trust.</li><li>• Explore and embed closer working practices with neighbouring Trusts.</li><li>• Continue to embed and live by Trust's shared vision and values, developed in previous year.</li></ul>
Recruitment and retention	<ul style="list-style-type: none"><li>• Investigate further the recruitment of Schools Direct teachers for forthcoming years.</li><li>• Prepare succession management plan for Trust.</li><li>• Improve Trust focus on staff wellbeing and mental health.</li><li>• Continue to develop staff incentive programmes.</li><li>• Investigate salary sacrifice car scheme for employees.</li><li>• Provide high quality CPD for all staff.</li></ul>

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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Funds held as custodian trustee on behalf of others The Trust does not act as a custodian on behalf of others.

### Auditor

In so far as the trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 12 December 2018 and signed on its behalf by•

Dr C McCall  
Chair of Trust

A handwritten signature in black ink, appearing to read 'C. McCall', written over a light blue grid background.

# TEACH POOLE

## GOVERNANCE STATEMENT

### FOR THE YEAR ENDED 31 AUGUST 2018

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#### Scope of responsibility

As trustees we acknowledge we have overall responsibility for ensuring that TEACH Poole 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 Chief Executive Officer, 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 TEACH Poole and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

#### Governance

The information on governance included here supplements that described in the Trustees Report and in the Statement of Trustees Responsibilities. The Board of trustees has formally met 6 times during the period 1.9.17 to 31.8.18.

Trustees	Meetings attended	Out of possible
Dr C McCall (Chair of Trust appointed 6th February 2018)	6	6
Mr G Neilson (Chair of Trust until 6th February 2018) (Resigned 16 April 2018)	4	4
Mr C Rowling (Vice Chair)	6	6
Mrs K Lasbury-Carter (Chief Executive Officer appointed 16th April 2018)	6	6
Mrs V Arbon (Chief Executive Officer until 15th April 2018)	6	6
Mr D Pawling (Resigned 16 April 2018)	2	4
Mrs S Moore	5	6
Mrs A Jolliffe	5	6
Mrs K Spratt (Resigned 8 September 2017)		
Mrs R Beaver (Resigned 16 April 2018)	3	4
Mrs J Riste	6	6
Mrs E Hall	5	6
Miss L Waterhouse (Appointed 8 September 2017 and resigned 16 April 2018)	3	4
Mr S Frampton (Appointed 16 April 2018)		2
Mr J White (Appointed 16 May 2018)	2	2
Mr R R Yates (Appointed 16 April 2018)	2	2

# TEACH POOLE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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# TEACH POOLE

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2018

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#### Composition of the Board

Name	Position	Type	Term of office
Chris McCall	Chair	Academy	Commenced April 2015 (Chair since 6.2.18)
Chas Rowlin	Vice Chair	Academ	Commenced April 2015
Kate Carter	Trustee Executive Headteacher CEO/Accounting Officer (since 16.4.13)	Academy	Commenced April 2015
Emma Hall	Trustee	Academ	Commenced March 2017
Val Arbon	Trustee (staff) CEO/ Accounting Officer (resigned 15.4.18)	Academy	Commenced April 2015
Sandra Moore	Trustee	Academy	Commenced April 2015
Justine Riste	Trustee	Academy	Commenced March 2017
Anne Joliffe	Trustee	Academy	Commenced November 2015
Sean Frampton	Trustee	Academy	Commenced April 2018
Rchard Yates	Trustee	Academy	Commenced April 2018
John White	Trustee	Academy	Commenced May 2018

The Trustees have reviewed their governance arrangements alongside the Articles of Association and changes have been proposed that have been shared and communicated with all members, Trustees and previous local governors. Minutes of this discussion are within the minutes of the following meeting: Board meeting of 27.3.18

The outcome of this discussion has been an agreed change to the governance structure which no longer consists of advisory boards. The organisational structure for the period 16.04.18 to 31.08.18 consisted of 3 layers: the Members, the Trust Board, consisting of 12 Trustees, but the various committees have been adjusted to cover differing aspects of the Trusts work and business. See TEACH website for new agreed structure.

# TEACH POOLE

## GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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### Finance Board

The Finance, Audit and Staffing Committee is a sub-committee of the main board of trustees, Its purpose is to:

- To meet at least 3 times a year
- Prepare and recommend, ensuring the solvency of the Trust and safeguarding its assets, a long and medium term Asset management plan.
- Consider and recommend to the Main MAT Board an annual budget.
- To receive regular reports from the Chief Finance Officer and make decisions on the need for any significant unplanned expenditure.
- Consider and recommend to the Board the annual financial report, returns and accounts
- Ensure compliance with company/charity law and arrangements with the DFE.
- Ensure all insurances are in place
- Consider/approve any litigation or arbitration proceedings
- Inform the appropriate government agency if it suspects any irregularity affecting resources, and approve any write-offs/ other requirements of the ESFA/DFE
- Consider/Approve any operating lease, licence, tenancy or similar arrangement for any of the Academy schools
- Take responsibility for any disposals or acquisitions of land to be used by any academy.
- Consider and make recommendations to the MAT Board re. the procurement and appointment of Trust contractors/lettings and tenders.

The Committee meets each half term and reports to the Main Trust Board. There was therefore, 2 meetings, each term which focussed on financial matters.

A total of 6 Finance meetings have, therefore, been held during the period.

Attendance at Trust Finance meetings in the period 01.09.17 to 31.08.18 was:

Trustees	Meetings attended	Out of possible
Mrs K Lasbury-Carter (Chief Executive Officer appointed 16th April 2018)	6	6
Mrs V Arbon (Chief Executive Officer until 15th April 2018)	6	6
Mr D Pawling (Resigned 16 April 2018)		4
Mrs J Riste	6	6
Mr S Frampton (Appointed 16 April 2018)		2
Mr R R Yates (Appointed 16 April 2018)	2	2
Review of value for money		

# TEACH POOLE

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2018

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As accounting officer, the Chief Executive Officer has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received,

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

- Re-negotiation of photo-copier leases.
- Reviewed Human Resources procurement.
- Reviewed all Service Level Agreements
- Reviewed electric and gas utility provision
- Reviewed the Trust Lettings and Charging policy
- Reviewed supply arrangements to ensure Trust wide value for money.
- Utilising the benefits of being a MAT through economies of scale with procurement.
- Implemented a new schools communication and cash office system.

#### The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in TEACH Poole for the period 1 September 2017 to 31 August 2018 and up to the date of approval of the annual report and accounts.

#### Capacity to handle risk

The board of trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2017 to 31 August 2018 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of trustees.

# TEACH POOLE

## GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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# TEACH POOLE

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2018

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#### The risk and control framework

The Academy Trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it includes:

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the Finance and Audit Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes,
  - setting targets to measure financial and other performance;
  - clearly defined purchasing (asset purchase or capital investment) guidelines;
  - delegation of authority and segregation of duties;
  - identification and management of risks.

The board Of trustees has considered the need for a specific internal audit function and has decided.

- Not to appoint an internal auditor. However, the trustees have appointed Moore Stephens, its external auditor, to perform additional checks and provide internal audit reports to the finance board.

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

- Bank reconciliations
- Management accounts
- Fixed asset registers
- Budgets and forecasts
- Cash flow forecasts
- Review of Finance regulations and Scheme of Delegation
- Management Accounts

The internal auditor reports to the board of trustees through the Finance and Audit Committee on the operation of the systems of control and on the discharge of the financial responsibilities of the board of trustees. Reports were received on the following dates,

# TEACH POOLE

## GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

- February 2018
- June 2018

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Key outcomes were as follows.

Requirements/Concerns identified b internal auditor	Trust Response.
Updated publication of attendance at governance committees required	Completed
Recommended that the Terms of Reference for Governance is dated when approved and a review date set.	Corrected.
Recommended that the cash flow reporting on PSF is tested using one of the schools	Completed
All orders paid by charge cards are approved prior to any order online.  Recommend that Heads Of School review and sign off the monthly credit card statements to ensure awareness o transactions.	Completed
Ensure any decision re. investment is inline with the Trust investment policy and the appetite for risk is considered.	Considered by Trust Board. See minutes o Committee meetings.
Ensure the facility for declaring gifts and hospitality is easily accessible for all staff across the Trust.	Chief Finance Officer has implemented a procedure for all Trust schools.

### Review of effectiveness

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

- the work of the internal auditor
- the work of the external auditor;
- the financial management and governance self-assessment process;
- the work of the Chief Finance Officer within the Academy Trust who has responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Audit committee

Approved by order of the board of trustees on 12 December 2018 and signed on its behalf by:

# TEACH POOLE

Dr C McCall  
Chair of Trust

Mrs K Lasbury-Carter Accounting  
Officer

## STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2018

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As accounting officer of TEACH Poole I have considered my responsibility to notify the Academy Trust board of trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and noncompliance with terms and conditions of all funding received by the academy trust, 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 2017.

I confirm that I and the Academy Trust's board of trustees are able to identify any material irregular or improper use of funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academies Financial Handbook 2017.

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 ESFA.

Mrs K Lasbury-Carter  
Accounting Officer

12 December 2018

# TEACH POOLE

## STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2018

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The trustees (who are also the directors of TEACH Poole for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Annual Accounts Direction issued by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018,
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

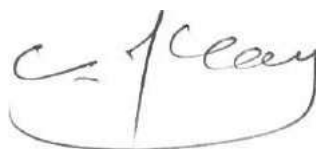
The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts comply with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

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

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

Approved by order of the members of the board of trustees on 12 December 2018 and signed on its behalf by:

Dr C McCall  
Chair of Trust

A handwritten signature in dark ink, appearing to read 'C. McCall', written over a faint horizontal line.



# TEACH POOLE

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH POOLE

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FOR THE YEAR ENDED 31 AUGUST 2018

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### Opinion

We have audited the accounts of TEACH Poole for the year ended 31 August 2018 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018 issued by the Education & Skills Funding Agency.

- In our opinion the accounts:
- give a true and fair view of the state of the charitable company's affairs as at 31 August 2018 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended, have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; have been prepared in accordance with the requirements of the Companies Act 2006; and have been prepared in accordance with the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAS (UK)) and applicable law. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the accounts' section of our report. We are independent of the Academy Trust in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAS (UK) require us to report to you where:

the trustees' use of the going concern basis of accounting in the preparation of the accounts is not appropriate; or the trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the Academy Trust's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the accounts are authorised for issue.

### Other information

The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the accounts or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

# TEACH POOLE

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH POOLE

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(CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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### Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

– the information given in the trustees' report including the incorporated strategic report and directors' report for the financial year for which the accounts are prepared is consistent with the accounts; and – the trustees' report including the incorporated strategic report and directors' report have been prepared in accordance with applicable legal requirements.

### Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report and directors' report, including the incorporated strategic report.

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

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

### Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the Academy Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the accounts

Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAS (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

# TEACH POOLE

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH POOLE

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(CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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### Use of our report

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

**Qnn OQcùKaj**

Ann Mathias (Senior Statutory Auditor) for and on  
behalf of Moore Stephens (South) I-LP

Chartered Accountants  
Statutory Auditor

*17 December* 20/8

33 The Clarendon Centre  
Salisbury Business Park  
Dairy Meadow Lane  
Salisbury Wiltshire  
**SPI 2TJ**

# TEACH POOLE

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO TEACH POOLE AND THE EDUCATION & SKILLS FUNDING AGENCY FOR THE YEAR ENDED 31 AUGUST 2018

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In accordance with the terms of our engagement letter dated 13 September 2018 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2017 to 2018, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by TEACH Poole during the period 1 September 2017 to 31 August 2018 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 TEACH Poole and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the TEACH Poole and ESFA 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 TEACH Poole and ESFA, for our work, for this report, or for the conclusion we have formed.

### Respective responsibilities of TEACH Poole's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of TEACH Poole's funding agreement With the Secretary of State for Education dated 20 March 2015 and the Academies Financial Handbook, extant from 1 September 2017, 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 2017 to 2018. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2017 to 31 August 2018 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 2017 to 2018 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- consideration of the evidence supporting the accounting officers statement on regularity, propriety and compliance.
  - analytical procedures on the general activities of the academy trust;
  - a review of minutes of committees and board meetings which may be relevant to regularity;
  - consideration of discussions with key personnel including the accounting officer and governing body;
  - tests of control have been carried out on a control activity Which are relevant to regularity;
  - substantive testing of individual transactions
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# TEACH POOLE

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO TEACH POOLE AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2018

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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 period 1 September 2017 to 31 August 2018 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Moore Stephens (South) LLP*

Reporting Accountant

Moore Stephens (South) I-LP

33 The Clarendon Centre

Salisbury Business Park

Dairy Meadow Lane

Salisbury

Wiltshire

SPI 2TJ

*17 December 2018*

Dated,

# TEACH POOLE

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2018

				-	6,011,694	-	6,011,694	6,077,210
				-	207,844	-	207,844	-
				178,360	-	-	178,360	168,168
				591	-	-	591	644
				Unrestricted	Restricted funds:		Total	Total
				Funds	General Fixed asset		2018	2017
	Notes							
Income and endowments from:								
Donations and capital grants Charitable activities.	3		9,661	88,069	32,279	130,009	59,725	
- Funding for educational operations	4 - Funding for scitt			24				
Other trading activities	5							
Investments	6							
Total			188,612	6,307,607	32,279	6,528,498	6,305,747	
Expenditure on: Charitable activities:								
- Educational operations	9	184,098	6,367,834	313,868		6,865,800	6,707,279	
- SCITT	24	-	226,223	-	660,440	226,223		
Total	7	184,098	6,594,057	313,368		7,092,023	6,707,279	
Net income/(expenditure)			4,514	(286,450)	(281,589)	(563,525)	(401,532)	
Transfers between funds	17		-	(92,505)	92,505			
Other recognised gains/(losses)								
Actuarial gains on defined benefit pension schemes	19		-	782,000	-	782,000	599,000	
Net movement in funds			4,514	403,045	(189,084)	218,475	197,468	

TEACH POOLE

Reconciliation of funds					
Total funds brought forward	388,050	(3,749,270)	12,543,221	9,182,001	8,984,533
Total funds carried forward	392,564	(3,346,225)	12,354,137	9,400,476	9,182,001

# TEACH POOLE

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2018

Comparative year information	3	Total			
Year ended 31 August 2017	4	Funds General Fixed asset		2017	
Income and endowments from:	5				
Donations and capital grants	6	23,594	-	36,131	59,725
Charitable activities:		-	6,077,210	-	6,077,210
- Funding for educational operations		168,168	-	-	168,168
Other trading activities		644	-	-	644
Investments					
Total	9	192,406	6,077,210	36,131	6,305,747
Expenditure on:	7				
Charitable activities:		92,638	6,318,731	295,910	6,707,279
- Educational operations		92,638	6,318,731	295,910	6,707,279
Total	17	99,768	(241,521)	(259,779)	(401,532)
Net income/(expenditure)		(99,768)	58,887	40,881	
Transfers between funds	19				
Other recognised gains/(losses)	Unr				
Actuarial gains on defined benefit pension schemes	estr		-	599,000	-
	icte				599,000
	d				
Net movement in funds		-	416,366	(218,898)	197,468
Reconciliation of funds	Res	388,050	(4,165,636)	12,762,119	8,984,533
Total funds brought forward	tric				
Total funds carried forward	ted				
Notes	fun				
	ds:	388,050	(3,749,270)	12,543,221	19,182,001



# TEACH POOLE

AUGUST 2018

## BALANCE SHEET AS AT 31 AUGUST 2018

		<u>1,129,969</u>	<u>1,133,183</u>
Current liabilities			
Creditors: amounts falling due within one year	15	(294,796)	(438,403)
Net assets excluding pension liability		<u>13,187,476</u>	<u>13,238,001</u>
Defined benefit pension scheme liability	19	(3,787,000)	(4,056,000)
		2018	2017
Fixed assets	Notes		
Tangible assets	13	12,352,303	12,543,221
Current assets			
Debtors	14	178,068	143,053
Cash at bank and in hand		951,901	990,130
Net current assets		<u>835,173</u>	<u>694,780</u>
Net assets		<u><u>9,400,476</u></u>	<u><u>9,182,001</u></u>
Funds of the Academy Trust:			
Restricted funds	17		
- Fixed asset funds		12,354,137	12,543,221
- Restricted income funds		440,775	306,730
- Pension reserve	(3,787,000)		(4,056,000)
Total restricted funds		<u>9,007,912</u>	<u>8,793,951</u>
Unrestricted income funds	17	392,564	388,050
Total funds		<u><u>9,400,476</u></u>	<u><u>9,182,001</u></u>

The accounts on pages 38 to 63 were approved by the trustees and authorised for issue on 12 December 2018 and are signed on their behalf by:

# TEACH POOLE

Dr C McCall  
Chair of Trust



Company Number 09484306

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## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31

	Notes	2018	2017
Cash flows from operating activities			
Net cash provided by operating activities Cash 20		51,849	246,209
funds transferred on conversion			1,471
		51,849	247,680
Cash flows from investing activities			
Dividends, interest and rents from investments	591		644
Capital grants from DfE Group	32,279		36,131
Purchase of tangible fixed assets	(122,948)		(77,012)
Net cash used in investing activities		(90,078)	(40,237)
Net (decrease)/increase in cash and cash equivalents in the reporting period		(38,229)	207,443
Cash and cash equivalents at beginning of the year		990,130	782,687
Cash and cash equivalents at end of the year		951,901	990,130

TEACH POOLE

AUGUST 2018

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# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2018

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### 1 Accounting policies

TEACH Poole is a charitable company limited by guarantee incorporated in England and Wales. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the trustees' report.

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

#### 1.1 Basis of preparation

The accounts of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities' SORP (FRS 102)) the Academies Accounts Direction 2017 to 2018 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

TEACH Poole meets the definition of a public benefit entity under FRS 102.

#### 1.2 Going concern

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

#### 1.3 Income

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

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

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

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

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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### 1 Accounting policies

(Continued)

#### Donations

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

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#### Other income

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

#### Donated fixed assets

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

### 1.4 Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

#### Expenditure on raising funds

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

#### Charitable activities

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

### 1.5 Tangible fixed assets and depreciation

Assets costing £1,500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding that require the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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### 1 Accounting policies

(Continued)

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

Freehold land and buildings	Over Useful Life of 50 years
Computer equipment	25% Straight Line
Fixtures, fittings & equipment	25% Straight Line

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

#### 1.6 Liabilities

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

#### 1.7 Leased assets

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

#### 1.8 Financial instruments

The Academy Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy Trust and their measurement basis are as follows.

##### Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank is classified as a basic financial instrument and is measured at face value.

##### Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

#### 1.9 Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part II 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.

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# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

1 Accounting policies (Continued)

### 1.10 Pensions benefits

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

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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### 1 Accounting policies

(Continued)

The T PS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a projected unit method. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the T PS is treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate..

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

#### 1.11 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by funders 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/donor and include grants from the Department for Education Group.

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# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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### 2 Critical accounting estimates and areas of judgement

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

#### Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, 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 2016 has been used by the actuary in valuing the pensions liability at 31 August 2018. 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

On conversion to an academy trust, the assets and liabilities of the school are measured at fair value. This includes any buildings. The valuation of the buildings involves a significant degree of estimation refer to note 13 for further detail on estimation.

### 3 Donations and capital grants

	Unrestricted funds	Restricted funds	Total 2018	Total 2017
Capital grants	-	32,279	32,279	36,131
Other donations	9,661	88,069	97,730	23,594
	<hr/>	<hr/>	<hr/>	<hr/>
	9,661	120,348	130,009	59,725

Other restricted donations of £88,069 relates to the SCITT opening balance being brought into the trust this financial year.

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

### 4 Funding for the Academy Trust's educational operations

		5,893,152	5,893,152	5,870,079
Other funding				
SCITT Income		207,844	207,844	
Total funding	-	6,219,538	6,219,538	6,077,210
	Unrestricted funds	Restricted funds	Total 2018	Total 2017
DfE 1 ESFA grants				
General annual grant (GAG)	-	5,217,203	5,217,203	5,235,696
Other DfE group grants	-	675,949	675,949	634,383
Other government grants				
Special educational projects	-	118,542	118,542	207,131

### 5 Other trading activities

	Unrestricted funds	Restricted funds	Total 2018	Total 2017
Hire of facilities	33,699		33,699	32,446
Catering income		-		10,498
Parental contributions	62,001	-	62,001	50,697
Other income	82,660	-	82,660	74,527

### 6 Investment income

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

	Unrestricted funds	Restricted funds	Total 2018	Total 2017
Short term deposits	591		591	644
	178,360	-	178,360	168,168
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

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### 7 Expenditure

	Staff costs	Non Pay Expenditure Premises	Other	Total 2018	Total 2017
Academy's educational operations					
- Direct costs	4,147,839	-	298,218	4,446,057	4,357,414
- Allocated support costs 1,333,655 SCITT		622,151	458,937	2,419,743	2,349,865
- Direct costs 92,91780,904	-	-	173,821		-
- Allocated support costs 52,402	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
52,402	5,579,411				6,707,279
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
		622,151	890,461	7,092,023	

Net income/(expenditure) for the year includes: 2018 2017

Fees payable to auditor for.

- Audit	9,700	8,750
- Other services	4,550	4,450
Operating lease rentals	46,294	52,167
Depreciation of tangible fixed assets	313,868	295,910
Net interest on defined benefit pension liability	103,000	92,000
	<u>          </u>	<u>          </u>

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

### 8 Central services

The Academy Trust has provided the following central services to its academies during the year.

- human resources;
- financial services; • legal services;
- educational support services

The Academy Trust charges for these services on the following basis:

- Leadership costs and central services - Allocated on pupil numbers
- Minibus costs - weighted on usage

The amounts charged during the year were as follows:	2018	2017
TEACH		
Haymoor Junior School	198,588	157,491
Canford Heath Junior School	263,300	207,949
Canford Heath Infant School	194,408	152,901
Ad Astra Infant School	146,184	115,059
	<u>802,480</u>	<u>633,400</u>

### 9 Charitable activities

	Unrestricted funds	Restricted funds	Total 2018	Total 2017
Direct costs				
Educational operations	161,816	4,284,241	4,446,057	4,357,414
Support costs				
Educational operations	22,282	2,397,461	2,419,743	2,349,865
SCITT	-	52,402	52,402	-
SCITT	-	173,821	-	173,821
	<u>184,098</u>	<u>6,707,279</u>	<u>6,891,371</u>	<u>6,681,100</u>

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

		Educational	Total	Total
Analysis of costs	SCITT	operations	2018	2017
Direct costs				
Teaching and educational support staff costs	92,917	4, 120,562	4,213,479	3,99
Staff development	-	27 ,277	27 ,277	37 ,003
Technology costs	-	76,171	76,171	95,018
Educational supplies and services	-	89,541	89,541	90, 774
Educational consultancy	-	4,147	4,147	6,161
Other direct costs	80,904	128,359	209,263	130,677
	173,821	4,446,057	4,619,378	4,357,414
Support costs				
Support staff costs	-	1,338,655	1 , 338,655	1,220,331
Depreciation	-	313,863	313,868	295,910
Recruitment and support	-	2,340	2,340	9,676
Maintenance of premises and equipment	-	58,123	58,123	70,999
Cleaning	-	81 ,524	81 ,524	76,425
Energy costs	-	70,479	70,479	75,112
Rent, rates and other occupancy costs	-	48,847	48,847	45,295
Insurance	-	49,310	49,310	46,059
Security and transport	-	14,130	14,130	12 , 9
	-			74
Catering	-	172,104	172,104	214,574
Finance costs	-	103,000	103,000	92,000
Other support costs	52,402	118,124	170,526	146,922
Governance costs	-	49,239	49,239	43,588
	52,402	2,419,743		
	2,472, 145	2,349,865		

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

### 10 Staff

#### Staff costs

Staff costs during the year were:

	2018	2017
Wages and salaries	96	3,838,937
Social security costs	331,592	323,773
Pension costs	1,071,093	978,282
Staff costs	5,510,181	5,190,992
Agency staff costs	41,953	27,120
Staff development and other staff costs	27,277	37,003
Total staff expenditure	5,579,411	5,255,115

#### Staff numbers

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

	2018 Number	2017 Number
Teachers	47	52
Administration and support	164	158
Management	13	14
	224	224

#### Higher paid staff

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

	2018 Number	2017 Number
£60,001-£70,000	-	1
£90,001-£100,000	-	1
£110,001-£120,000	1	-

#### Key management personnel

The key management personnel of the Academy Trust comprise the trustees and the senior management team as listed on page 2. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Academy Trust was £397,544 (2017: £358,795).

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

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### 11 Trustees' remuneration and expenses

One or more of the trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Head of Schools and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of Head of Schools and staff members under their contracts of employment, and not in respect of their services as trustees.

The value of trustees' remuneration and other benefits during their term of office was as follows:

Mrs K Lasbury-Carter (Exec Head of Schools):

- Remuneration £110,001 - £115,000 (2017: £100,001 - £105,000)
- Employer's pension contributions £15,001 -£20,000 (2017: £15,001 -£20,000)

Mrs V Arbon -Part time (CEO-retired 15th April 2018):

- Remuneration £35,001 - £40,000 (2017: £60,001 - £65,000)
- Employer's pension contributions ££5,001 -£10,000 (2017: £5001 - £10,000)

Mrs R Beaver (Trustee until 16 April 2018)

- Remuneration £30,001 - £35,000 (2017: £35,001 - £40,000)
- Employer's pension contributions £5,001 - £10,000

Miss L Waterhouse (Trustee between 8 September 2017 - 16 April 2018)

- Remuneration £30,001 -£35,000
- Employer's pension contributions £5,001 - £10,000

During the year, £Nil (2017: no trustee expenses were reimbursed).

### 12 Trustees and officers insurance

The Academy Trust has opted into the Department for Education's Risk Protection Arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy Trust business, and provides cover up to ~~£10,000,000~~. It is not possible to quantify the trustees and officers indemnity element from the overall cost of the RPA scheme.

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2018

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# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

### 13 Tangible fixed assets

	Freehold equipment	Computer equipment	Fixtures, fittings & buildings	Total land and equipment
Cost				
At 1 September 2017	13,028,722	85,859	125,330	13,239,911
Additions	85,188	30,385	7,375	122,948
	<u>13,113,910</u>	<u>116,244</u>	<u>132,705</u>	<u>13,362,859</u>
At 31 August 2018				
Depreciation				
At 1 September 2017	581,622	51,874	63,194	696,690
Charge for the year	251,629	29,061	33,176	313,866
	<u>833,251</u>	<u>80,935</u>	<u>96,370</u>	<u>1,010,556</u>
At 31 August 2018				
Net book value	<u>12,280,659</u>	<u>35,309</u>	<u>36,335</u>	<u>12,352,303</u>
At 31 August 2018				
At 31 August 2017	12,447,100	33,985	62,136	12,543,221

The value on transfer of the buildings to the academy trust is based on the Education and Skills Funding Agency valuations. These were valued by professional surveyors, Graham Tyerman MRICS, on behalf Of Kier. The valuation took place in April 2016 and are based on fair value using the method of depreciated replacement cost. The valuations include both the buildings and land element of each school.

Each School's assets were transferred on 1 April 2015 when converted, the land and buildings were transferred at £12,823,000 and fixtures and fittings worth £73,107 were transferred on conversion.

14 Debtors	2018	2017
Trade debtors	4,653	6,767
VAT recoverable	32,156	22,402
Other debtors	86,339	76,235
Prepayments and accrued income	54,920	37,649
	<u>          </u>	<u>          </u>

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

17      unds

		178,068	143,053
15 Creditors: amounts falling due within one year		2018	2017
Trade creditors		673	(1 218)
Other taxation and social security		2,187	157,727
Other creditors		17,911	
Accruals and deferred income		274,022	281,894
		294,796	438,403

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Deferred income

Deferred income is included within:

Creditors due within one year

Deferred income at 1 September 2017

Released from previous years

Resources deferred in the year

2018	
141,153	135,251
135,251	140,944
(135,251)	(140,944)
141,153	135,251
	135,251

Deferred income at 31 August 2018

141,153

Deferred income refers to income received in the period to 31 August 2018 which relates to the year ending 31 August 2019.

UIFSM	£119,175
Rates	£14,621
LAC Pupil premium 18/19	5,200
Other    £2.157	
Total	

F

Balance at

Gains,      Balance  
at

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

	<u>(4,056,000)</u>	<u>-</u>			
	<u>(3,749,270)</u>	<u>6,307,607</u>			
	I September			losses and	31
	2017	Income	Expenditure	transfers	August
Restricted general funds					2018
General Annual Grant (GAG)	292,314	5,217,203	(5,078,168)	(92,505)	338,844
Other DfE / ESFA grants	14,416	675,949	(658,124)		32,241
Other government grants	-	118,542	(11 8,542)		
SCITT	-	295,913	(226,223)		69,690
Pension				reserve(51	
3,000)			<u>782,000</u>	<u>(3,787,000)</u>	
Total restricted funds	8,793,951	6,339,886	(6,907,925)	782,000	<u>9,007,912</u>

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

17 funds

			(6,594,057)	689,495	(3,346,225)
Restricted fixed asset funds					
DfE group capital grants and conversions	12,543,221	32,279	(313,868)	92,505	12,354,137
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
Unrestricted funds					
General funds	388,050	188,612	(184,098)	-	392,564
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
Total funds	<u>9,182,001</u>	6,528,498	(7,092,023)	782,000	<u>9,400,476</u>

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

Restricted General Funds are those which are supplied for a specific duty and the funds spent only in accordance with the agreement or restriction placed upon each. The restricted fund carried forward balance includes the balance on GAG, and unspent PE grant of £32,241.

Restricted Fixed Asset Funds are those which have been capitalised as a result of a donation from the original school on conversion to an academy or assets purchased from one of the other funds since gaining academy status and transferred.

Unrestricted Funds are general donations and fund raising activities of the academy and are used to support the provision of education within the academy,

Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2018.

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

### 17 Funds (Continued)

Comparative information in respect of the preceding period is as follows:

	Balance at 1 September			Gains, losses and transfers	Balance at 31 August 2017
	2016	Income	Expenditure		
Restricted general funds					
General Annual Grant (GAG)	30,319	5,235,696	(5,032,588)	58,887	292,314
Other DfE / ESFA grants	12,110	634,383	(632,077)		14,416
Other government grants	-	207,131	(207,131)		-
Other restricted funds	(7,065)		7,065		-
	(4,201,000)				(4,056,000)
Pension reserve			(454,000)	599,000	
				(4,165,636)	(3,749,270)
				6,077,210	
	(6,318,731)	657,887			
Total restricted funds	8,596,483	6,113,341	(6,614,641)	698,768	8,793,951
Restricted fixed asset funds					
DfE group capital grants and conversions	12,762,119	36,131	(295,910)	40,881	12,543,221
Unrestricted funds					
General funds	388,050	192,406	(92,638)	(99,768)	388,050
Total funds	8,984,533	6,305,747	(6,707,279)	599,000	9,182,001

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

17 funds

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F

(Continued)

A current year 12 months and prior year 12 months combined position is as follows:

	Balance at 1 September		Gains, losses and transfers		Balance at 31 August 2018
	2016	Income	Expenditure		
Restricted general funds					-
General Annual Grant (GAG)	30,319	10,452,899	(10,110,756)	(33,618)	338,844
(7,065) Other DfE / ESFA grants	12,110	1,310,332	10,110,756		-
(4,201,000)			(1,290,201)		-
				32,241	1,381,000
Other government grants		-	325,673	(325,673)	(3,787,000)
SCITT		-	295,913		(3,346,225)
(226,223)		69,690			
Other restricted funds		7,065			
Pension reserve			-	(967,000)	
	(4,165,636)	12,384,817	(12,912,788)	1,347,382	
Restricted fixed asset funds					
DfE group capital grants					
and					
conversions	12,762,119	68,410	(609,778)	133,386	12,354,137
Total restricted funds	8,596,483	12,453,227	(13,522,566)	1480,768	9,007,912
Unrestricted funds					
General funds	388,050	381,018	(276,736)	(99,768)	392,564
Total funds	8,984,533	12,834,245	(13,799,302)	1,381,000	9,400,476
Total funds analysis by academy					
				2018	2017
Fund balances at 31 August 2018 were allocated as follows:					
TEACH				101,994	24,927
Haymoor Junior School				23,911	40,707
Canford Heath Junior School				385,487	306,250
Canford Heath Infant School				226,972	222,993

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

17 Funds		(Continued)
Ad Astra Infant School	94,975	99,903
Total before fixed assets fund and pension reserve	833,339	694,780
Restricted fixed asset fund	12,354,137	12,543,221
Pension reserve	(3,787,000)	(4,056,000)
Total funds	9,400,476	9,182,001

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The TEACH fund balance includes SCITT funds carried forward of £69,690.

Total cost analysis by academy

Expenditure incurred by each academy during the year was as follows:

	Teaching and educational	Other support staff costs	Educational supplies	Other costs excluding depreciation	Total
TEACH	296,429	299,076	73,735	110,311	779,551
Haymoor Junior School	1,015,044	163,828	31,709	83,256	Canford Heath Junior
School	1,187,362	149,281	92,865	132,980	Canford Heath Infant School
	171,077	146,167	103,818	039,140	393,117
Ad Astra Infant School	818,039	140,393	117,942	223,074	
	4,213,479	928,655	406,397	716,624	6,265,155

### 18 Analysis of net assets between funds

	Unrestricted Funds	Restricted funds: General Fixed asset	Total Funds
Fund balances at 31 August 2018 are represented by:			
Tangible fixed assets			303 12,352,303
Current assets	392,564	735,571	1,834 -1,129,969
Creditors falling due within one year	(294,796)	(3,787,000)	(3,787,000)
Defined benefit pension liability			
Total net assets	392,564	(3,346,225)	12,354,137 9,400,476
	Unrestricted	Restricted funds:	Total

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

17 Funds

	Funds	General	Fixed asset	Funds
Fund balances at 31 August 2017 are represented by:				
Tangible fixed assets			12,543,221	12,543,221
Current assets	694,616	438,567	-	1,133,183
Creditors falling due within one year	(306,566)	(131,837)	-	(438,403)
Defined benefit pension liability	-	(4,056,000)	-	(4,056,000)
	<u>388,050</u>	<u>(3,749,270)</u>	<u>12,543,221</u>	<u>9,182,001</u>
Total net assets	<u><u>388,050</u></u>	<u><u>(3,749,270)</u></u>	<u><u>12,543,221</u></u>	<u><u>9,182,001</u></u>



# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2018

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### 19 Pension and similar obligations

The Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (I-GPS) for non-teaching staff, which is managed by Dorset County Council. Both are multi-employer defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the T PS related to the period ended 31 March 2012, and that of the LGPS related to the period ended 31 March 2016.

No contributions were payable to the schemes at the year end (2017: £77,455).

#### Teachers' Pension Scheme

##### Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed 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

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)
- 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%

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the T PS is currently underway based on April 2016 data, 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 the T PS in the period amounted to £369,428 (2017: £345,782).

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

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

### 19 Pension and similar obligations

(Continued)

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

#### Local Government Pension Scheme

The I-GPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 18.8% for employers and 5.5-12.5% for employees.

The estimated value of employer contributions for the forthcoming year are £305,000 (2017: £285,000).

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

Total contributions made	2018	2017
Employer's contributions	309,000	273,000
Employees' contributions	95,000	88,000
Total contributions	404,000	361,000

Principal actuarial assumptions	2018	2017
---------------------------------	------	------

Rate of increase in salaries	3.80	4.2
Rate of increase for pensions in payment/inflation	2.30	2.7
Discount rate for scheme liabilities	2.65	2.6
Inflation assumption (CPI)	2.30	2.7

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

	2018	2017
	Years	Years
Retiring today		
- Males	24.0	23.9
- Females	26.1	26.0
Retiring in 20 years		
- Males	26.3	26.2
- Females	28.5	23.3

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

### 19 Pension and similar obligations

(Continued)

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#### Sensitivity analysis

Change in assumptions at 31 August 2018:

	Approximate monetary amount (£000)
0.1% increase in Real Discount Rate	(170)
1 year increase in member life expectancy	230
0.1% increase in the Salary Increase Rate	25
0.1% increase in the Pension Increase Rate	150

#### Defined benefit pension scheme net liability

Scheme assets	3,224,000	2,
Scheme obligations	(7,011,000)	(6,823,000)
	<u>(3,787,000)</u>	<u></u>
Net liability	(4,056,000)	<u></u>

Total market value of  
assets

The Academy Trust's share of the assets in the scheme

	2018	2017
	Fair value	Fair value
	1,761,000	
Equities		1,526,000
Gilts and bonds	627,000	681,000
Multi Asset Credit	149,000	
Cash	30,000	74,000
Property	327,000	244,000
Other assets	330,000	242,000

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

### 19 Pension and similar obligations

(Continued)

The actual return on scheme assets was £65,000 (2017: £245,000).

#### Amount recognised in the Statement Of Financial Activities

	2018	2017
Current service cost	410,000	362,000
Interest income	(75,000)	(50,000)
Interest cost	178,000	142,000
	<u>          </u>	<u>          </u>
Total operating charge	<u>513,000</u>	<u>454,000</u>

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

Pension and similar obligations	(Continued)	
19		
Changes in the present value of defined benefit obligations	2018	
At 1 September 2017	6,823,000	
Current service cost	719,000	
Interest cost	178,000	
Employee contributions	95,000	
Actuarial gain	(792,000)	
Benefits paid	(12,000)	
At 31 August 2018	7,011,000	
Changes in the fair value of the Academy Trust's share of scheme assets	2018	
At 1 September 2017	2,767,000	
Interest income	75,000	
Actuarial loss/(gain)	(10,000)	
Employer contributions	309,000	
Employee contributions	95,000	
Benefits paid	(12,000)	
20 Reconciliation of net expenditure to net cash flow from operating activities	2018	2017
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(563,525)	(401,532)
Adjusted for:		
Capital grants from DfE/ESFA and other capital income	(32,279)	(36,131)
Investment income receivable	(591)	(644)
Defined benefit pension costs less contributions payable	410,000	362,000
Defined benefit pension net finance cost	103,000	92,000
Depreciation of tangible fixed assets	313,868	295,910
(Increase) in debtors	(35,017)	(718)
(Decrease) in creditors	(143,607)	(63,205)

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

Stocks, debtors and creditors transferred on conversion		(1,471)
		<u>3,224,000</u>
At 31 August 2018		

Net cash provided by operating activities	51,849	246,209
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### 21 Commitments under operating leases

At 31 August 2018 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2018	2017
Amounts due within one year	58,869	51,566
Amounts due in two and five years	61,167	65,541
	120,036	117,107

The Trust has operating lease arrangements for their photocopiers, minibuses and broadband.

### 22 Related party transactions

Owing to the nature of the Academy Trust 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 trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH and in accordance with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions. The following related party transactions took place in the financial period.

In entering into these transactions, the Academy Trust has complied with the requirements of the Academies Financial Handbook 2017.

#### Expenditure related party transactions

The Delta Education Trust - a company in which Kate Carter and Val Arbon (Trustees of the Trust) has an interest.

- Purchases during the year totalled £5,650, of this £1,250 related to the SLA with Sigma teaching school. The remainder relates to interim CFO work. Accruals at the year end totalled £1,800.

### 23 Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he or she is a member, or within one year after he or she ceases to be a member, such

# TEACH POOLE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2018

amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.

		-62.	
24	SCITT trading account	2018	2017
	Direct income		
	Other income	207,844	
	Other income		
	Opening balance on transfer	88,069	
		<hr/>	
		295,913	
	Direct costs		
	Direct staff costs 92,917 Other direct costs 80,904		-
		<hr/>	<hr/>
		173,821	-
	Other costs		<hr/>
	Other support costs	52,402	<hr/>
	Total expenditure	(226,223)	
		<hr/>	
	Surplus/(deficit) from all sources	69,690	
	SCITT balances at 1 September 2017		
	SCITT balances at 31 August 2018	69,690	