
THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2015

THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

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

Members

P Marchant (appointed 16 April 2014)
A Wallbank (appointed 16 April 2014)
S Haaden (appointed 16 April 2014, resigned 9 December 2014)
J Banks (appointed 16 April 2014, resigned 18 January 2015)
J. Marchant (appointed 16 April 2014, resigned 27 January 2015)
T Banks (appointed 16 April 2014, resigned 18 January 2015)
A Hill (appointed 16 April 2014, resigned 16 January 2015)
K Wallbank (appointed 16 April 2014, resigned 12 January 2015)
D Appleford (appointed 16 April 2014, resigned 7 January 2015)
J Fredericks (appointed 27 January 2015)
J Hannan (appointed 27 January 2015)

Trustees

P Marchant (appointed 16 April 2014)
A Wallbank (appointed 16 April 2014)
S Haaden (appointed 16 April 2014, resigned 9 December 2014)
J Fredericks (appointed 14 May 2014)
J Hannan (appointed 14 May 2014)
D Grant (Headteacher and Accounting Officer) (appointed 18 October 2014)
B Judd (appointed 4 December 2014)
M Ward (appointed 4 December 2014)
B Clark (appointed 18 December 2014, resigned 2 October 2015)
S Glascock (appointed 18 December 2014)
G Player (Co-opted Trustee) (appointed 13 October 2015)

**Company registered
number**

9000501

**Principal and registered
office**

The Ongar Academy
The Gables
Fyfield Road
Ongar
Essex
CM5 0GA

Company secretary

J Banks (appointed 16 April 2014, resigned 29 April 2015)
I Bainbridge (appointed 29 April 2015)

Governing body

P Marchant (Chair) (appointed 18 December 2014)
A Wallbank (Vice-Chair) (appointed 18 December 2014)
D Grant (Headteacher) (appointed 18 December 2014)
J Fredericks (appointed 18 December 2014)
S Glascock (appointed 18 December 2014)
J Hannan (appointed 18 December 2014)
B Judd (appointed 18 December 2014)
M Ward (appointed 18 December 2015)
B Clark (appointed 18 December 2014, resigned 16 October 2015)

**Senior Management
Team**

Headteacher	D Grant
Assistant Headteacher	J Box
Assistant Headteacher	R Hingston
Finance & operations Director	R Taylor

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

Administrative details (continued)

Independent auditors Haslers
Chartered Accountants
Statutory Auditor
Old Station Road
Loughton
Essex
IG10 4PL

Bankers Lloyds Bank
154 Station Road
Epping
Essex
CM16 4AQ

Solicitors Geldards
80 Coleman Street
London
EC2R 5BJ

THE ONGAR ACADEMY TRUST
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TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 AUGUST 2015

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements and Auditors' report of The Ongar Academy Trust (the Academy) for the period from incorporation on 16 April 2014 to 31 August 2015. The Trustees confirm that the Annual report and financial statements of the Academy comply with the current statutory requirements, the requirements of the Academy's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

Structure, governance and management

a. CONSTITUTION

The Academy Trust is a Company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust. The Trustees of the Charitable Company are also the directors for the purposes of company law. The charitable company is known as The Ongar Academy Trust.

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

b. 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.

c. METHOD OF RECRUITMENT AND APPOINTMENT OR ELECTION OF TRUSTEES

Trustees are appointed for a fixed term of four years. The Headteacher is a Trustee for the purpose of Article 57. Trustees and Staff Trustees are appointed by the Members. Parent Trustees are elected to the office or appointed if there are insufficient candidates offering themselves for election. Co-opted Trustees may be appointed by the Board of Trustees. The Trustees may appoint up to 12 Trustees. They may appoint staff Trustees through such process as they may determine provided that the total number of Trustees (including the Headteacher) who are employees of the Academy Trust does not exceed one third of the total number of Governors. There will be a minimum of 2 Parent Governors who shall be elected by parents of registered students at the Academy.

d. POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

The Charitable Company is committed to providing adequate opportunities for Trustees to undertake and receive suitable training so as to enable them to perform their role effectively.

New Trustees are required to attend a training programme. The induction programme would involve a tour of the school, meetings with students and staff and provision of policy and procedure documents that are appropriate to the role they undertake as Trustees with particular emphasis on the committee work they will undertake.

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

e. ORGANISATIONAL STRUCTURE

The Trustees are responsible for setting and implementing strategic policy; adopting an annual plan and budget; monitoring the Trust by the use of those budgets and making major decisions about the direction of the Trust, capital expenditure and senior staff appointments.

The Senior Leadership Team (SLT) controls the Academy at an executive level implementing policies and reporting to the Trustees. In particular this entails organising staff, resources and students. They are responsible for the authorisation of spending within agreed budgets and for the appointment of staff following vetting and safeguarding recruitment process. The Headteacher is currently the Accounting Officer. The SLT consists of (as of September 2015):

Mr David Grant	Headteacher & Accounting Officer
Miss Jennifer Box	Assistant Headteacher
Mrs Rebecca Hingston	Assistant Headteacher
Miss Rosie Taylor (appointed 30 November 2015)	Finance Director and Director of Operations

f. CONNECTED ORGANISATIONS, INCLUDING RELATED PARTY RELATIONSHIPS

Owing to the nature of the Trust's operations and the composition of its Board, and the Trustees being drawn from local public and private sector organisations, it is inevitable that from time to time transactions will take place with organisations in which Members and Trustees may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy's financial regulations and normal procedures. Any transactions where the Trustee has a pecuniary interest is only undertaken in accordance with the 'at costs' principle stated in the Academies Financial Handbook.

The Trust took legal advice as well as advice from the DfE on a Connected Party Transaction (CPT) in relation to the appointment of Schoolwear Plus as the official uniform provider for the Academy. Schoolwear Plus agreed to provide school uniforms at cost signing an appropriate waiver to this effect (there were no transactions between the Academy Trust and this entity during the period).

The Trust had three events prior to the opening of the school which required some catering. The Assistant Headteacher, Mrs Rebecca Hingston's husband, Richard owns a catering firm (PP Catering and Events) and he agreed to cater these events at cost signing an appropriate waiver to this effect. As Rebecca Hingston is not a Member or a Trustee, the Trust is confident that this is neither a CPT or an RPT.

Links with other organisations.

Prior to January 2015, the Trust were able to secure sponsorship and support from the following organisations (none of which are related parties):

- Ongar Bridge Motor Company (£400)
- Thurston Engineering (£400)
- Smiths Brasserie (£400)
- John Sear Estate Agents (£400)

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

Support 'in kind' (not accounted for in financial statements as unable to place value on services provided):

- Millers Estate Agents (use of office)
- BTG Plant Hire (fork lift for moving photocopier)
- When Skies are Grey (collection of surveys)
- Senner's Newsagents (collection of surveys)
- John Sear Estate Agents (collection of surveys)
- Ongar Leisure Centre/SLM (free use of meeting rooms)

All the organisations above, providing sponsorship and support 'in kind', were integral in the success of the Trust securing the permissions and hitting the milestones necessary for opening the school. The Trust is very grateful for their commitment and contribution.

Post January 2015, the Trust has sought and been awarded membership of the Specialist Schools and Academies Trust and the Catalyst Teaching Alliance. Both logos feature prominently in all school paperwork and on the Academy's website.

g. RISK MANAGEMENT

The Trustees have assessed the major risks to which the Academy is exposed, in particular those related to the operations and finances of the Academy, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

h. TRUSTEES' INDEMNITIES

Up to August 2015, the Academy insurers encompassed all relevant insurance including Trustees third party provision. This was secured through Access Insurance and other insurance brokers. Post August 2015, the Trust have signed to the RPA scheme.

Objectives and Activities

a. OBJECTS AND AIMS

As set out in the Articles of Association, the Academy's object is to advance for the public benefit education in the United Kingdom and:

a. to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum ("the Academy").

b. to promote for the benefit of the inhabitants of the areas in which the Academy is situated the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or 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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TRUSTEES' REPORT (continued)
FOR THE PERIOD ENDED 31 AUGUST 2015

Our Aims

The three year strategic development plan states the following:

We aim to become one of the leading comprehensives in the country. We will maintain the highest levels of progress and ensure that quality intervention and support exist for all students to achieve their potential.

Our long term targets should be as follows:

- Progress 8 is positive and progressing towards +1 grade.
- Whole School Attendance should be at least 90%.

In time the school will seek Sportsmark, ICT Mark, The Healthy Schools Award and The International Schools Award. We will also seek membership of the Specialist Schools trust.

If local primary schools are in need of support, we will offer assistance where possible.

We will seek to ensure:

- The ethos is positive. Expectations are high, success is celebrated, the pastoral system is supportive and the physical environment enables effective teaching and learning.
- The focus is on learning. Data is used rigorously for setting and tracking progress. The curriculum is differentiated, students with special educational needs (SEN) are supported and high starting students are extended.
- The school is innovative. The learning power offered by ICT has been enhanced and the school has developed some innovative approaches to staff training and development.
- Quality Assurance systems are effective. The environment is data-rich and performance management has rolled into a regular review system.
- Organisational structures are established that reduce disruption to learning encourage generous support and maximise efficiency and effectiveness.
- The school works hard at gaining and maintaining the commitment of parents to learning through good communication.
- The Governing body and SLT provide clear strategic direction and focus.

Our Vision

The vision of our school is epitomised by our mission statement "Inspiring Excellence". Our three core principles are:

Academic achievement

- High expectations for each and every student
- In-depth monitoring of progress with detailed guidance, one-to-one mentoring of all students and small tutor groups
- A challenging, integrated curriculum
- A wide range of enrichment activities including an in-school 'homelearning base'

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

Science, technology, engineering and mathematics (S.T.E.M.)

- A focus on STEM subjects preparing students for Higher Education and employment opportunities in the burgeoning science and technology industries along the M11 corridor to Cambridge
- Partnerships with Higher Education Institutions, industry and local businesses
- Development of critical thinking skills: forging powerful and stimulating links between the arts, sciences and humanities

Building communities

- Strong commitment to community service, locally, nationally and internationally
- All students will enjoy opportunities to participate in community building initiatives, in partnership with local and national voluntary sector organisations and enterprises
- Supervised before and after school opportunities from 8.00am until 5.00pm Monday to Friday
- Overseas visits and partnership with international schools and universities
- Opportunities for families to support the school, through structured volunteering and home school partnerships

b. OBJECTIVES, STRATEGIES AND ACTIVITIES

The School's main objectives for the year were as follows:

- Teaching & Learning: Growth Mindsets & Assessment for Learning
- School Self-Evaluation
- Enrichment and Community Engagement

c. PUBLIC BENEFIT

The Trustees believe that by working towards the objects and aims of the school as detailed above, they have complied with their duty to have due regards to the guidance on public benefit published by the Charities Commission.

Strategic report

Achievements and performance

The school opened in September 2015 and so no GCSE results and AS results are available to publish. However, our achievements thus far include:

- Moving into our temporary premises and finalised designs for our permanent build
- Performing baseline testing (inc. CATS on all students)
- Setting realistic, aspirational targets for all students
- Completing our first cycle of Performance Appraisal
- Compiling and creating our schemes of learning
- Mapping an internal Ongar grades system to our curriculum

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

a. GOING CONCERN

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

b. KEY FINANCIAL AND OTHER PERFORMANCE INDICATORS

As the school was not officially operating prior to September 2015, there were no key performance indicators in place other than those operated under the 'Readiness to Open' protocol within the DfE/EFA framework. This included targets and objectives set around:

- Outcomes for Children and Learners
- Quality of Teaching
- Personal development, behaviour and welfare
- Effectiveness of leadership and management
- Student numbers and financial viability
- Site and buildings

Financial review

a. REVIEW OF ACTIVITIES

The principal source of funding for the Trust is the General Annual Grant (GAG) and other grants that it receives from the Education Funding Agency (EFA). For the period ended 31 August 2015 the Trust received £300,000 of a £300,000 grant.

b. INVESTMENT POLICY AND PERFORMANCE

The Trustees ensure that return on working capital is optimised whilst ensuring easy access of the funds. In balancing risk against return the Academy policy is clearly geared to avoiding risk rather than maximising income.

The Academy operates an interest bearing current account with a bank approved by the board of Trustees and maintain a balance in that account that is sufficient to cover immediate and forthcoming financial commitments and sufficient contingency for unexpected payments.

The Academy's Investment Policy states that funds surplus to the above needs can be placed in an interest-bearing account.

c. PRINCIPAL RISKS AND UNCERTAINTIES

The Trustees have assessed the principal risks and uncertainties facing the Trust. These have been summarised into a risk register tabled at board of Trustees meetings and reviewed accordingly.

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

d. RESERVES POLICY

The Trustee's will review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Academy's Reserves Policy states that non-earmarked reserves equating to 2% of total funds should be held, to provide sufficient working capital to cover delays in the spending and receipt of grants and to provide a cushion for unexpected emergencies.

The Academy's current level of operating reserves is £ 62,141.

Plans for future periods

a. FUTURE DEVELOPMENTS

The Academy has created a three year strategic plan which is reviewed on an ongoing basis. The plans include:

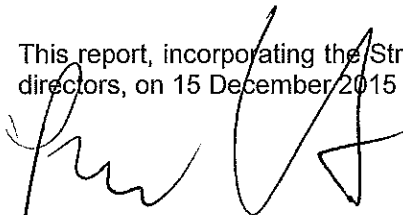
- Movement into permanent premises
- Recruitment of high quality staff
- A concentration upon Teaching, Learning and Assessment
- Creating a high quality learning environment

DISCLOSURE OF INFORMATION TO AUDITORS

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

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

This report, incorporating the Strategic report, was approved by order of the board of Trustees, as the company directors, on 15 December 2015 and signed on the board's behalf by:



P Marchant
Chair of Trustees

THE ONGAR ACADEMY TRUST
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GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

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

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

GOVERNANCE

The information on governance included here supplements that described in the Trustees' report and in the Trustees' responsibilities statement. The board of Trustees has formally met 4 times during the period. Attendance during the period at meetings of the board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
P Marchant (Chair of Trustees)	4	4
A Wallbank	4	4
S Haaden	4	4
J Fredericks	4	4
J Hannah	2	4
D Grant (Headteacher and Accounting Officer)	4	4
B Judd	4	4
M Ward	4	4
B Clark (resigned 2 October 2015)	2	4
S Glascock	4	4

The Board of Trustees was formed 18th December 2014. At the time we had three Associates, Mr Jeff Banks, Mrs Jan Marchant and Mr Graham Player.

Since 13th October 2015 Mr Banks and Mrs Marchant roles have been converted to Professional Advisor for the Finance & General Purposes and Education Committees respectively.

Mr Player has been co-opted as a full Trustee and sits on the Finance & General Purposes Committee.

The Trust has held a Parent Trustee election through the good offices of the school and one Parent Trustee, Mrs Kate Joyce, was elected unopposed. This leaves one vacant Parent Trustee post to be filled.

Governance reviews:

The Board of Trustees membership, committees, structure and engagement with the school was reviewed by both the Education Advisor for the DfE, Mrs Val McGregor, and representatives of the Educational Funding Agency as part of their respective post opening visits to The Ongar Academy on 6th October 2015.

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

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GOVERNANCE STATEMENT (continued)

Attendance at meetings in the period was as follows:

Trustee	Meetings attended	Out of a possible
B Clark (resigned 2 October 2015)	3	3
J Fredericks	3	3
S Glascock	3	3
D Grant	3	3
P Marchant	3	3
A Wallbank	3	3

The Audit Committee is also a sub-committee of the Finance & General Purposes Committee. Its purpose is to oversee all systems, controls and processes that may have an impact on the Trust's ability to meet its objectives. The Audit Committee consists of the same members as the Finance & General Purposes Committee. Staff employed by the Trusts would not be members of the Audit Committee, but may attend to provide information and participate in discussions.

REVIEW OF VALUE FOR MONEY

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

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

- Where procuring services, the Headteacher has made use of varied strategies in order to drive down costs including working with community groups and organisations on a donation basis. In this way, several arrangements have been in place to help promote the school such as free advertising space etc.
- In addition, the school has exploited its position as a start-up business, leaning on third party organisations for services at significant discounts due to the vulnerable financial circumstances that are inevitable in any new business. The Trust has received significant discounts for Headteacher support, Health and Safety Audits, Financial Services, Clerking, HR and other services. A very high value for money has been achieved in all cases.

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. As the school was not in operation during this reporting period, a complete system of internal control is being put in place ready for next financial year.

CAPACITY TO HANDLE RISK

The board of Trustees has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks, that has been in place for the period 16 April 2014 to 31 August 2015 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

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GOVERNANCE STATEMENT (continued)

THE RISK AND CONTROL FRAMEWORK

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

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

The board of Trustees has considered the need for a specific internal audit function and has decided to appoint Haslers as internal auditor.

The internal auditor's role will include giving advice on financial matters and performing a range of checks on the Academy's financial systems.

REVIEW OF EFFECTIVENESS

As Accounting Officer, the Headteacher has responsibility for reviewing the effectiveness of the system of internal control.

During the period in question the review has been informed by:

- the work of the internal auditor;
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance and General Purposes Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

As the school was not in operation during this reporting period, a complete system of internal control is being put in place ready for next financial year.

Approved by order of the members of the board of Trustees on 15 December 2015 and signed on its behalf, by:



P Marchant
Chair of Trustees



D Grant
Accounting Officer


THE ONGAR ACADEMY TRUST
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STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of The Ongar Academy Trust I have considered my responsibility to notify the Academy board of Trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the Academy and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook (2013).

I confirm that I and the Academy board of Trustees are able to identify any material, irregular or improper use of funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academies Financial Handbook (2013).

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



D Grant
Accounting Officer

Date: 15 December 2015

THE ONGAR ACADEMY TRUST
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TRUSTEES' RESPONSIBILITIES STATEMENT
FOR THE PERIOD ENDED 31 AUGUST 2015

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

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

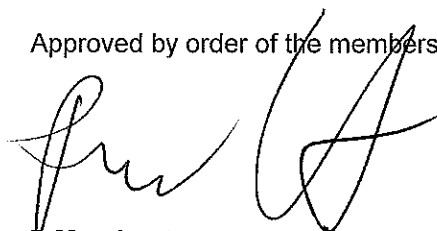
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the board of Trustees on 15 December 2015 and signed on its behalf by:



P Marchant
Chair of Trustees

THE ONGAR ACADEMY TRUST
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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ONGAR ACADEMY TRUST

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

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

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS

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

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

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

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

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

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

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

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

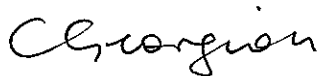
THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ONGAR ACADEMY TRUST

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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



CHRISTINA GEORGIOU (Senior statutory auditor)

for and on behalf of

Haslers

Chartered Accountants
Statutory Auditor

Old Station Road
Loughton
Essex
IG10 4PL
16 December 2015

THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO THE ONGAR
ACADEMY TRUST AND THE EDUCATION FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 26 August 2015 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2014 to 2015, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Ongar Academy Trust during the period 16 April 2014 to 31 August 2015 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to The Ongar Academy Trust and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Ongar Academy Trust and EFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than The Ongar Academy Trust and EFA, for our work, for this report, or for the conclusion we have formed.

**RESPECTIVE RESPONSIBILITIES OF THE ONGAR ACADEMY TRUST'S ACCOUNTING OFFICER AND
THE REPORTING ACCOUNTANT**

The Accounting Officer is responsible, under the requirements of The Ongar Academy Trust's funding agreement with the Secretary of State for Education dated 27 February 2015, and the Academies Financial Handbook extant from 1 September 2013, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2014 to 2015. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 16 April 2014 to 31 August 2015 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

APPROACH

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

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

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

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

THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO THE ONGAR
ACADEMY TRUST AND THE EDUCATION FUNDING AGENCY (continued)**

The work undertaken to draw to our conclusion includes:

- Review of governance procedures including inspection of Trustee and relevant Board minutes
- A review of Financial Controls Procedures and related records
- Discussions with the Accounting Officer and the Business Manager
- Reviewing the procedures for identifying and declaring related parties and other business interests
- Assessment and testing of a sample of the specific control activities over regularity of a particular activity
- Perform sample testing of expenditure ensuring items are for the Trust's purposes and are appropriately authorised
- Carrying out substantive testing to cover authorisation of expenditure within internal delegated authorities and externally imposed limits.
- Obtaining formal representation from the Trustees and accounting officer acknowledging their responsibilities
- Scrutinising journals, and other adjustments posted during the year for evidence of unusual entries

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 16 April 2014 to 31 August 2015 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Christina Georgiou (Reporting Accountant)

Haslers

Chartered Accountants
Statutory Auditor

Old Station Road
Loughton
Essex
IG10 4PL

16 December 2015

THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

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

	Note	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £
INCOMING RESOURCES				
Incoming resources from generated funds:				
Voluntary income	2	1,600	-	1,600
Investment income	3	79	-	79
Incoming resources from charitable activities:				
Funding for the Academy Trust's educational operations	4	-	300,000	300,000
TOTAL INCOMING RESOURCES		1,679	300,000	301,679
RESOURCES EXPENDED				
Charitable activities:				
Academy Trust's educational operations	6	-	236,038	236,038
Governance costs	7	-	3,500	3,500
TOTAL RESOURCES EXPENDED	5	-	239,538	239,538
NET INCOME FOR THE PERIOD		1,679	60,462	62,141
<i>Total funds brought forward at 16 April 2014</i>				
		-	-	-
TOTAL FUNDS AT 31 AUGUST 2015		1,679	60,462	62,141

All of the Academy Trust's activities derive from continuing operations during the above period.

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

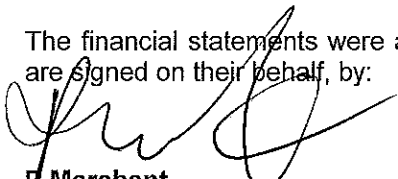
The notes on pages 22 to 31 form part of these financial statements.

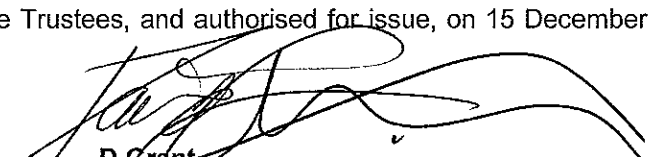
THE ONGAR ACADEMY TRUST
(A company limited by guarantee)
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BALANCE SHEET
AS AT 31 AUGUST 2015

	Note	£	2015 £
CURRENT ASSETS			
Debtors	12	60,377	
Cash at bank		60,082	
		<u>120,459</u>	
CREDITORS: amounts falling due within one year	13	<u>(58,318)</u>	
NET CURRENT ASSETS			<u>62,141</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>62,141</u>
FUNDS OF THE ACADEMY			
Restricted funds	14		60,462
Unrestricted funds	14		1,679
TOTAL FUNDS			<u>62,141</u>

The financial statements were approved by the Trustees, and authorised for issue, on 15 December 2015 and are signed on their behalf, by:


F Marchant
Chair of Trustees


D Grant
Accounting Officer

The notes on pages 22 to 31 form part of these financial statements.

THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

CASH FLOW STATEMENT
FOR THE PERIOD ENDED 31 AUGUST 2015

	Note	Period ended 31 August 2015 £
Net cash flow from operating activities	16	60,003
Returns on investments and servicing of finance	17	79
INCREASE IN CASH IN THE PERIOD		<u>60,082</u>

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

	Period ended 31 August 2015 £
Increase in cash in the period	<u>60,082</u>
MOVEMENT IN NET FUNDS IN THE PERIOD	<u>60,082</u>
NET FUNDS AT 31 AUGUST 2015	<u>60,082</u>

The notes on pages 22 to 31 form part of these financial statements.

THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

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

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention in accordance with applicable United Kingdom Accounting Standards, the Charity Commission 'Statement of Recommended Practice: Accounting and Reporting by Charities' ('SORP 2005'), the Academies Accounts Direction 2014 to 2015 issued by EFA and the Companies Act 2006. A summary of the principal accounting policies, which have been applied consistently, except where noted, is set out below.

1.2 Going concern

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

1.3 Incoming resources

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

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

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

1.4 Resources expended

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

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

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

All resources expended are inclusive of irrecoverable VAT.

THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

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

1. ACCOUNTING POLICIES (continued)

1.5 Taxation

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

1.6 Pensions

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in note 19, the TPS is a multi-employer scheme and the academy is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

1.7 Fund accounting

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

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

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

2. VOLUNTARY INCOME

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £
Donations	1,600	-	1,600

THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

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

3. INVESTMENT INCOME

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £
Bank interest	79	-	79
	<u>79</u>	<u>-</u>	<u>79</u>

4. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £
DfE/EFA grants			
Pre opening grant	-	300,000	300,000
	<u>-</u>	<u>300,000</u>	<u>300,000</u>
	<u>-</u>	<u>300,000</u>	<u>300,000</u>

5. RESOURCES EXPENDED

	Staff costs 2015 £	Non Pay Expenditure Other costs 2015 £	Total 2015 £
Direct costs	76,206	96,295	172,501
Support costs	14,667	48,870	63,537
Governance costs	-	3,500	3,500
	<u>90,873</u>	<u>148,665</u>	<u>239,538</u>
	<u>90,873</u>	<u>148,665</u>	<u>239,538</u>

THE ONGAR ACADEMY TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2015

6. CHARITABLE ACTIVITIES

	Total funds 2015 £
DIRECT COSTS - EDUCATIONAL OPERATIONS	
Wages and salaries	61,204
National insurance	6,366
Pension cost	8,637
Educational supplies	10,938
Recruitment & support	22,631
Legal & professional fees	62,726
	172,502
SUPPORT COSTS - EDUCATIONAL OPERATIONS	
Wages and salaries	13,552
National insurance	269
Pension cost	846
Insurances	971
Other support costs	38,768
Technology costs	9,131
	63,537
Total direct and support costs	236,039

7. GOVERNANCE COSTS

	Restricted funds 2015 £	Total funds 2015 £
Auditors' remuneration	2,650	2,650
Auditors' non audit costs	850	850
	3,500	3,500

THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

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

8. NET INCOMING RESOURCES

This is stated after charging:

	Period ended 31 August 2015 £
Auditors' remuneration	2,650

9. STAFF

a. Staff costs

Staff costs were as follows:

	Period ended 31 August 2015 £
Wages and salaries	74,756
Social security costs	6,635
Other pension costs	9,482
	<u>90,873</u>

b. Staff numbers

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

	Period ended 31 August 2015 No.
Teachers	1

c. Higher paid staff

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

	Period ended 31 August 2015 No.
In the band £70,001 - £80,000 (annual equivalent)	1

THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

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

9. STAFF (continued)

All of the above participated in the Teacher's Pension Scheme. During the period ended 31 August 2015 employer's pension contributions for this staff member amounted to £5,408. Total pension contributions for all staff members amounted to £8,637.

10. TRUSTEES' REMUNERATION AND EXPENSES

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

	Period ended 31 August 2015 £
D Grant (Headteacher and Trustee)	50,000-55,000
Employer's Pension contributions	5,000-10,000

During the period ended 31 August 2015, expenses totalling £2,007 were reimbursed to 3 Trustees.

11. TRUSTEES' AND OFFICERS' INSURANCE

The Academy Trust has opted into the Department of 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 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.

12. DEBTORS

	2015 £
VAT recoverable	26,514
Prepayments and accrued income	33,863
	<hr/> 60,377 <hr/> <hr/>

THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

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

13. CREDITORS:

Amounts falling due within one year

	2015 £
Trade creditors	44,238
Other taxation and social security	3,953
Accruals and deferred income	10,127
	58,318
	58,318

14. STATEMENT OF FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Carried Forward £
Unrestricted funds				
Unrestricted funds	-	1,679	-	1,679
	-	1,679	-	1,679
Restricted funds				
Other DfE/EFA grants	-	300,000	(239,538)	60,462
	-	300,000	(239,538)	60,462
Total of funds	-	301,679	(239,538)	62,141
	-	301,679	(239,538)	62,141

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

Other DfE/ EFA grants - Other government grants received for restricted educational purposes not forming part of General Annual Grant.

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

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £
Current assets	1,679	118,781	120,460
Creditors due within one year	-	(58,319)	(58,319)
	1,679	60,462	62,141
	1,679	60,462	62,141

THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

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

16. NET CASH FLOW FROM OPERATING ACTIVITIES

	Period ended 31 August 2015 £
Net incoming resources before revaluations	62,141
Returns on investments and servicing of finance	(79)
Increase in debtors	(60,377)
Increase in creditors	58,318
	60,003
Net cash inflow from operations	60,003

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

	Period ended 31 August 2015 £
Returns on investments and servicing of finance	
Interest received	79
	79

18. ANALYSIS OF CHANGES IN NET FUNDS

	16 April 2014 £	Cash flow £	Other non-cash changes £	31 August 2015 £
Cash at bank and in hand:	-	60,082	-	60,082
Net funds	-	60,082	-	60,082

19. PENSION COMMITMENTS

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

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

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

THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

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

19. PENSION COMMITMENTS (continued)

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

The pension costs paid to TPS in the period amounted to £8,637.

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

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

THE ONGAR ACADEMY TRUST
(A company limited by guarantee)

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

19. PENSION COMMITMENTS (continued)

Local Government Pension Scheme

There was one employee who was part of the LGPS at the period end. However they had only been employed for one month and it was confirmed by the local authority that there was no defined benefit scheme liability to be recognised in respect of this employee in the financial statements of the Ongar Academy Trust for the period ended 31 August 2015. In addition no valuation at 31 August was undertaken because of this.

The total contribution made for the period ended 31 August 2015 was £978, of which employer's contributions totalled £846 and employees' contributions totalled £132.

20. OTHER FINANCIAL COMMITMENTS

At the period end the Academy had a financial commitment of £525,521 in relation to its IT services contract.

21. RELATED PARTY TRANSACTIONS

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

There were no related party transactions during the period.

22. POST BALANCE SHEET EVENTS

After the period end the Academy entered into a pre construction contract in relation to the new school building. The total pre construction contract value is £795,758.