

Joseph Leckie Academy Trust

Registered number: 07892678

Trustees report and financial statements

For the year ended 31 August 2014

JOSEPH LECKIE ACADEMY TRUST

(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2014

Trustees

Mr M Hussain, Chair from 19 September 2013¹
G Hodgson - Waldron, Vice Chair (resigned)
Ms K Kaur, Vice Chair¹
Mr K Whittlestone, Principal and Accounting Officer¹
Mr A Ditta
Ms P Wade
Mr P Freeman¹
Mrs H Hampshire
Mr R Hazell
Mrs J Hazell
Ms N Kouser¹
Mrs G Smith (resigned 31 August 2014)¹
Ms P Tutrice
Fr M McIntyre (appointed 18 March 2014)
Mr G S Sangha (appointed 9 October 2014)

¹ Denotes Members of the Finance and General Purpose Committee

Company registered number

07892678

Principal and registered office

Walstead Road West
Walsall
West Midlands
WS5 4PG

Company secretary

Mr S Bell

Senior management team

Mr K Whittlestone, Principal
Miss R Cook, Assistant Principal
Mrs J Smith, Assistant Principal
Mrs G Smith, Assistant Principal (retired 31st August 2014)
Mr G Davies, Assistant Principal
Mrs R Ghale, Assistant Principal
Mr G Craven, Assistant Principal (temporary to 31st December 2014)

Independent auditors

Mazars LLP
Chartered Accountants
45 Church Street
Birmingham
B3 2RT

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND
ADVISERS**
FOR THE YEAR ENDED 31 AUGUST 2014

Administrative details (continued)

Bankers

Lloyds
Walsall
West Midlands
WS1 1LQ

Solicitors

Brown Jacobson LLP
Mowbray House
Castle Meadow Road
Nottingham
NG2 1BJ

JOSEPH LECKIE ACADEMY TRUST

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2014

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of Joseph Leckie Academy Trust (the Academy) for the year ended 31 August 2014. 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.

Structure, governance and management

a. CONSTITUTION

The academy is a charitable company limited by guarantee and was set up by a Memorandum of Association.

The academy is constituted under a Memorandum of Association.

The principal object of the academy is the operation of Joseph Leckie Academy Trust to provide education for students of different abilities between the ages of 11 and 18 providing a broad and balanced curriculum.

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

The management of the Academy is the responsibility of the Trustees who are elected and co opted under the terms of the Articles of Association.

Any governor elections will be held as soon as practicable after the occurrence of a vacancy. The objective will always be to ensure that the governing body's business is conducted with as many Trusteeships as possible filled and as many Trustees as possible on the governing body. Any vacancies will be advertised on the Academy website and newsletter.

We have delegated to the Principal the overall responsibility for organising the election and to also undertake the role of returning officer. At any one time the structure of the governing body must be:

- a. Up to 6 Community Trustees, appointed under Article 50
- b.4 Staff Trustees, appointed under Articles 58A to 58C (at least 1 teacher and at least 1 support staff);
- c.6 Parent Trustees appointed under Articles 53 58 ;
- d. the Principal; and
- e. Any Additional Trustees, if appointed under Article 62, 62A or 68A.

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

New Trustees are invited to meet the Principal and the Chair of Trustees before their first meeting. In addition they are sent a pack of documentation which provides guidance on the governor's role.

At their first meeting, the Trustees' subcommittee meeting structure is explained and they are invited to attend such meetings.

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TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2014

e. ORGANISATIONAL STRUCTURE

The Governing Body has delegated areas of its work, and in three cases decision making responsibilities, to a number of committees. All of these committees:

- Meet twice a term, elect a Chair and Vice Chair at the first meeting of the year, and have a quorum of 3 members
- Receive reports from the Principal once a term which contain key issues for the attention of the committee
- Perform a largely strategic role [setting aims and objectives, agreeing and updating policies, targets and priorities, and monitoring and reviewing aims, objectives and progress], act as a 'critical friend', delegate responsibilities to the Principal as appropriate, and make necessary decisions / recommendations.
- Work within the bounds of Policies and Practices, Local Authority and Statutory Instruments

The following committees are currently in place:

Personnel: Chair – Mrs G Hodgson

All personnel matters including establishment, development, leave of absence, pay policy, performance management, early retirements, disciplinary action, dismissal [first committee – Full Trustees provide second or appeals' committee] overseeing freedom of information requests. Decisions are reported twice a term.

Finance & General Purposes: Chair – Mrs K Kaur. All financial matters including preparation of draft budget, approving virements and transfers, making contractual arrangements, approving write offs, maintaining a charges and remissions policy, monitoring of expenditure, considering audit reports. Approval of the budget, Best Value Statement and virements over £50,000 will remain the responsibility of the Full Trustees. Reports decisions with appropriate recommendations twice a term.

-Pay Appeals: Chair – Mr M Hussain

-Admissions: Chair – Mr M Hussain

Sites & Buildings Health and Safety: Chair – Cllr A Ditta, Maintenance, Improvement and Security of buildings and grounds, making related contractual arrangements, health and safety, Insurance, determining the Premises Development Plan and draft budget, lettings policy and charges, use of premises, community links and partnerships. Decisions are reported twice a term.

Staffing: Chair – To be determined at first meeting Vice - To be determined at first meeting. Appointments apart from Principal and Vice Principal.

-Curriculum: Chair – Mrs P Wade, Vice – Mrs K Kaur

-Discipline / Exclusions: Student Exclusions. Reports are produced as appropriate / necessary.

-Principal's Performance Management Review: Chair – Ms P Wade - Waldron, Vice – Cllr Ditta

The terms of reference of each committee are approved by the full governing body and reviewed each year. They provide the sole agreed framework within which each committee operates.

f. CONNECTED ORGANISATIONS, INCLUDING RELATED PARTY RELATIONSHIPS

The Academy works in partnership with Joseph Leckie Community Association providing community education and extended services opportunities during the evenings, weekends and holiday periods throughout the year.

The Academy is a member of the Walsall Association of Secondary Headteachers. The Principal was Chair of this group until September 2014. As members of this association, we work with other schools in the Walsall area to work collaboratively, develop and share good practice. We are able to offer opportunities to colleagues – so,

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2014

for example, our NQTs attended an Induction / Introduction to Walsall Programme' arranged and delivered by Walsall Childrens' Services. Two of our colleagues have completed the Middle Leadership Programme and the Principal is a Local Leader of Education – an NCSL initiative allowing excellent practitioners to provide support to other Headteachers / senior colleagues in other schools. LLE applications are brokered and supports the Local Leaders in Education network and the National College for Teaching and Leadership (NCTL). The Principal is also a trained Ofsted Inspector with Serco Inspections.

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.

The Academy has a risk register that is reviewed annually by the Governing Body. It was last reviewed in September 2014. The register records the risks that have been identified and the control measures it has implemented. The statement of internal control is considered annually.

h. TRUSTEES' INDEMNITIES

The Governors have liability Insurance with Zurich Municipal effective date 1st June 2013. There is a limit of Indemnity of £5,000,000.

Objectives and Activities

a. OBJECTS AND AIMS

Joseph Leckie Academy Trust strives to be a centre of enthusiasm, enterprise and excellence, working in a spirit of openness and partnership to meet the needs, and further the aspirations, of its students and the wider communities it serves.

A set of shared values underpins the positive working atmosphere and success of our Academy community:

Respect for each other and the Academy environment

Courtesy in all our actions

High standards and quality in all that we do

Recognition and celebration of achievement, both personal and collective

Enthusiasm for all aspects of our work in the Academy

Commitment to the securing of our goals

Initiative, imagination and innovation in our approaches to problems and in establishing the Academy as a learning organisation

b. OBJECTIVES, STRATEGIES AND ACTIVITIES

The principle object of the Academy is the operation of Joseph Leckie Academy Trust to provide education for students of different abilities between the ages of 11 and 18, providing a broad and balanced curriculum for all regardless of ability, aptitude, race or religion.

In accordance with the articles of association the charitable company has adopted a 'Scheme of Government' approved by the Secretary of State for Education and skills. The Scheme of Government specifies, amongst other things, the basis for admitting students to the Academy, the catchment area from which the students are drawn, and that the curriculum should comply with the substance of the national curriculum with an emphasis on

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2014

technology. The main objectives of the Academy during the period ended 31 August 2014 are summarised below:

- Offering the widest possible range of academic and vocational educational opportunities to match every student's needs and ambitions thus enabling them to achieve economic well being in an increasingly 'technological' world;
- Fostering attitudes that will help all students grow into tolerant, responsible citizens in our multicultural society, who will make a positive contribution in the community;
- Providing emotional and pastoral support to help individual students meet the challenges they face in a safe, happy and caring environment;
- Nurturing positive attitudes towards personal safety and a healthy lifestyle;
- Exploiting the benefits of our technology specialist school status to create a distinctive character for the Academy in order to further raise individual levels of achievement and standards of performance;
- Working in close partnership with parents, outside agencies, business, civic and voluntary bodies in order to motivate students, broaden their experience, develop enterprise and help them to see the relevance of education to their future prospects in life;
- Working with schools, colleges and universities in Walsall and further afield as necessary;
- Providing an attractive and stimulating working environment with regard to buildings, facilities, equipment and furniture; and
- Making teaching and learning more productive and efficient by harnessing modern technology and promoting independent learning.

c. PUBLIC BENEFIT

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's general guidelines on public benefit.

The Academy looks to promote for the benefit of the inhabitants of Delves, Palfrey, Whitehall and Caldmore areas of Walsall and the surrounding areas: 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 YEAR ENDED 31 AUGUST 2014

Strategic report

Achievements and performance

a. GOING CONCERN

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

b. KEY FINANCIAL PERFORMANCE INDICATORS

The intake numbers for September 2014 are below the Academy's Pupil Admission Number but above the number admitted in September 2013. This is as expected because of the dip in pupils in the primary phase of education. It is anticipated that numbers will continue to improve from September 2014 as the numbers transferring from primary to secondary increase. Mid-year admissions are also showing healthy growth. We have some outstanding individual examination achievements at GCSE; AS and A2 with results at GCSE being the best the Academy has ever produced with an improvement on last year's record breaking results to 97% A* - C.

Students in the Academy performed particularly well at GCSE in art and design, design and technology, business, chemistry, biology, physical education and health and social care.

As part of the Academy's commitment to providing the very best outcomes for all our students we are already analysing the results and developing strategies to ensure our students achieve the very best results possible in summer 2015 and beyond.

Headline Results

97% of students gained 5 or more A* - C grades compared with 94% in 2013
45% of students gained 5 or more Higher Grades including English and Maths compared with 45% in 2013.

Students produced high results

100% of students who studied art, business, chemistry and health and social care achieved a Higher Grade
98% of students who studied English Literature and biology achieved A* - C grades
64% of students achieved A* - C grades in maths
49% of students achieved A* - C grades in English Language.
99.5% of students left with A* - G grades in at least 5 subjects
91% of students left with A* - G grades in at least 5 subjects including English and Maths
99.5% of students achieved one or more A* - G grades.

At Post 16:

The overall pass rate was 99% (A2 only) with 26 out of 27 curriculum areas achieving a 100% pass rate. There were a large number of individual successes leading to a large majority of students progressing to their chosen university degree courses.

Staffing achievements and appointments

- Successful induction of NQT's and other new to Joseph Leckie Academy teaching staff members.

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2014

- GTP programme completed for one colleague.
- Full programme of support for ITT students from Birmingham, City of Birmingham and Wolverhampton Universities. Successful Student Associate and Teacher Taster visit
- Appointment of an Assistant Principal following on from a temporary position. It is planned to recruit another permanent Assistant Principal in the autumn term prior to the half term holiday and will be effective from January 1st 2015.

Curriculum achievements

- Successful embedding of the Key Stage 4 three distinct pathways and introduction of the Nurture Group in Year 8 from September 2013
- Further development of the 6th form Bursary Scheme.

Ways in which we are supporting students

- Further development of Sixth Form and Library areas.
- Sixth Form Student Leaders selection and training
- Additional Teaching Assistants in a number of curriculum areas including English, maths and English as an Additional Language to enable us to better support an increasing number of students from eastern European countries such as Poland, Slovakia and Romania.
- Improved attendance figures following the successful formation of the Attendance Team consisting of the Attendance Intervention Officer, Attendance Data Officer and the Home School Liaison Officer
- Year 11 Prom
- Sixth Form Prom
- Another successful summer school for incoming Year 7 students.

Primary liaison

The Transition Manager and Learning Mentors visit main feeder Primary Schools to talk to Year 6 pupils and their teachers prior to transfer. In addition each pupil transferring to Joseph Leckie Academy spends a day undertaking a variety of activities led by teachers and student mentors in July each year. Development of Peer Mentors / Year 9 Mentors, LSA / mentor support for new Year 7 students. Holiday activities are successfully arranged during half term, Easter and summer holiday periods in a variety of sports and other activities such as arts and crafts, safe biking, literacy and numeracy.

The Principal has been heavily involved in supporting Palfrey Junior School and the acting Headteacher during the course of the academic year. Other members of the Leadership Team have also supported staff and pupils at the school.

Partnership working

- Member of the Walsall Association of Headteachers
- The Principal is a Local Leader of Education

Buildings & Resources works

Major improvement in ICT facilities including new servers and major hardware replacements throughout several areas of the Academy.

New CCTV servers and new and replacement cameras giving much greater coverage of the campus.

New sportshall roof, lighting and floor.

Sporting achievements

The Academy has teams and clubs in a variety of sports including netball, football, basketball, rounders and

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2014

cricket and has entered teams in the Walsall inter – schools leagues.
Organised Walsall Athletics Championships

Financial review

a. FINANCIAL AND RISK MANAGEMENT OBJECTIVES AND POLICIES

The academy's exposure to risk is largely bank balances, cash and trade creditors, with limited trade and debtors.

The Academy has inherited the local government defined benefit pension scheme deficit for associate staff which it is reducing as advised by the West Midlands' Local Government Association the pension actuarial experts.

b. PRINCIPAL RISKS AND UNCERTAINTIES

The principal risks for the academy during the next few years are:

1. The reduction in students in the academy's 'area of benefit' and the opening of 'free' and 'studio' schools alongside a loss of potential students to 'faith schools' in the area. The academy closely monitors applications for places in and models the financial implications of any trends.
2. Changes to the funding formula. The Principal is a member of the Walsall Association of Headteachers, which is the group that makes financial decisions in conjunction with the Local Authority. This informs the Academy's Leadership Team and the Trustees of impending changes to the Funding Formula.
3. Changes in the funding for Sixth Form Students. There is a planned change in the funding formula for 6th form students which will have a negative impact on the Academy's overall budget.

c. RESERVES POLICY

The Trustees' policy is to review the reserve levels of the Academy annually. The policy of the Academy is to carry forward a prudent level of resources designed to meet the long term cyclical needs of renewal and any other unforeseen contingencies plus a contribution towards future capital projects. The overall condition of the fabric of the buildings continues to be a serious cause for concern which also constrains the development of technology to enhance and enrich the curriculum and hinders some curriculum development such as Post 16 where high numbers of students have been traditionally recruited across a wide range of subject areas.

The Academy has a policy of carrying forward some internal under / overspends. This does result in an increase in the Academy reserve.

d. REVIEW OF THE YEAR

As an Academy, most of our funding now comes direct from central government, via the EFA rather than from Walsall Borough Council as was the case for the predecessor school. Our Governing Body has responsibility for approving the Academy budget and for scrutinising Academy spending to ensure we manage our resources within that budget plan. The Academy is funded by the Education Funding Agency ("EFA") using the Walsall Local Authority Funding formula. In addition the Academy receives the LAGSEG funding from the EFA.

This is the second full financial year as an Academy and the results show an overall net surplus of £158,619. Total incoming resources total £7,599,255 with the majority (£7,467,629) relating to funding from the EFA, local authority and other government sources. Expenditure for the year totalled £7,585,636 with the majority

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TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2014

(£5,675,767) relating to staff costs.

At the year end, the Academy has a positive balance sheet position with net assets totalling £15,459,648.

The local government pension scheme deficit has increased to £1,734,000 from the previous year, which includes a £145,000 actuarial gain for the year.

The closing restricted funds as at 31 August 2014 total £14,734,845 after deducting £1,734,000 relating to the pension scheme deficit. The deficit is being repaid as advised by Mercers, pension actuary experts.

The Academy is in a very good financial position for the forthcoming year.

Plans for future periods

a. FUTURE DEVELOPMENTS

The Academy welcomes the Government initiative of Closing the Gap and the introduction of the Pupil Premium. We will continue to make this a priority of the Academy and ensure that strategies and interventions are put in place to further support every student who is Ever 6.

£3.45 million has been secured in a competitive bid for a new build which should see the replacement of some of the classrooms in the main teaching block. Contractors are due on site in February 2015 with completion envisaged in February 2016.

Ensuring the Academy provides a first class learning and working environment remains a priority. To secure this we must maintain a programme of judicious investment. In the coming year we intend to invest in our Academy in the following ways:

Seek capital funding for the construction of additional classrooms, kitchen and associated facilities as well as providing resources to enable the Academy to demolish the current main teaching block and landscape the area.

Continue to upgrade our ICT infrastructure, hardware and software in order to enhance and enrich learning and teaching.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

There are no funds that are held by the Academy Trust but are not owned by them.

DISCLOSURE OF INFORMATION TO AUDITORS

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

- so far as that Governor 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.

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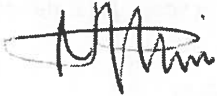
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2014

AUDITORS

The auditors, Mazars LLP, have indicated their willingness to continue in office. The Designated Trustees will propose a motion re-appointing the auditors at a meeting of the Trustees.

This report, incorporating the Strategic report, was approved by order of the board of trustees, as the company directors, on 4 December 2014 and signed on the board's behalf by:

Mr M Hussain,
Chair of Trustees



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GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

As Trustees, we acknowledge we have overall responsibility for ensuring that Joseph Leckie 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 Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Joseph Leckie 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 year. Attendance during the year at meetings of the board of trustees was as follows:

Trustee	Meetings attended	Out of a possible
Mr M Hussain, Chair from 19 September 2013	3	4
G Hodgson - Waldron, Vice Chair	1	4
Ms K Kaur, Vice Chair	4	4
Mr K Whittlestone, Principal and Accounting Officer	4	4
Mr A Ditta	4	4
Ms P Wade	3	4
Mr P Freeman	2	4
Mrs H Hampshire	4	4
Mr R Hazell	3	4
Mrs J Hazell	3	4
Ms N Kouser	3	4
Mrs G Smith	3	4
Ms P Tutrice	4	4
Fr M McIntyre	4	4
Mr G S Sangha	2	2

The Finance and General Purposes Committee is a sub committee of the main governing body. Its purpose is to discuss financial matters including preparation of draft budget, approving journals and transfers, making contractual arrangements, approving write-offs, maintaining a charges and remissions policy, monitoring of expenditure, considering audit reports. Approval of the budget, Best Value Statement and journals over £50,000 will remain the responsibility of the Full Governors.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr K Whittlestone	5	5
Mr P Freeman	2	2
Ms K Kaur	5	5
Mrs G Smith	5	5
Ms N Kouser	4	5
Mr M Hussain	2	5

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GOVERNANCE STATEMENT (continued)

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Joseph Leckie Academy Trust for the year 1 September 2013 to 31 August 2014 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The board of trustees has reviewed the key risks to which the academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy's significant risks, that has been in place for the year 1 September 2013 to 31 August 2014 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

THE RISK AND CONTROL FRAMEWORK

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the 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 Responsible Officer's role includes giving advice on financial matters and performing a range of checks on the academy's financial systems. On a termly basis, the Responsible Officer's reports to the board of trustees on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities.

REVIEW OF EFFECTIVENESS

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

- the work of the 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.

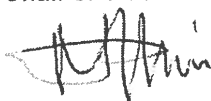
The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance and General Purposes Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

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GOVERNANCE STATEMENT (continued)

Approved by order of the members of the board of trustees on 4 December 2014 and signed on its behalf, by:

Mr M Hussain
Chair of Trustees



Mr K Whittlestone
Accounting Officer



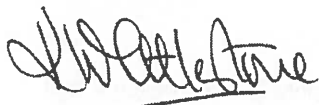
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STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Joseph Leckie 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.



Mr K Whittlestone
Accounting Officer

Date: 4 December 2014

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TRUSTEES' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 AUGUST 2014

The Trustees (who act as governors of Joseph Leckie 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 4 December 2014 and signed on its behalf by:



Mr K Whittlestone
Accounting Officer

JOSEPH LECKIE ACADEMY TRUST

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE BOARD OF TRUSTEES OF JOSEPH LECKIE ACADEMY TRUST

We have audited the financial statements of Joseph Leckie Academy Trust for the year ended 31 August 2014 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 2013 to 2014 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 2014 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Academies Accounts Direction 2013 to 2014 issued by the Education Funding Agency.

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

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

JOSEPH LECKIE ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE BOARD OF TRUSTEES OF JOSEPH
LECKIE 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.



Ian Holder (Senior statutory auditor)

for and on behalf of

Mazars LLP

Chartered Accountants
Statutory Auditor

45 Church Street
Birmingham

B3 2RT

Date: 15 December 2014

JOSEPH LECKIE ACADEMY TRUST

(A company limited by guarantee)

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

In accordance with the terms of our engagement letter dated 10th September 2014 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2013 to 2014, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Joseph Leckie Academy Trust during the year 1 September 2013 to 31 August 2014 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 Joseph Leckie Academy Trust and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Joseph Leckie 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 Joseph Leckie Academy Trust and EFA, for our work, for this report, or for the conclusion we have formed.

RESPECTIVE RESPONSIBILITIES OF JOSEPH LECKIE ACADEMY TRUST'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT

The accounting officer is responsible, under the requirements of Joseph Leckie Academy Trust's funding agreement with the Secretary of State for Education dated 25th January 2012, 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 2013 to 2014. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2013 to 31 August 2014 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 2013 to 2014 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.

JOSEPH LECKIE ACADEMY TRUST
(A company limited by guarantee)

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

CONCLUSION

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2013 to 31 August 2014 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Mazars LLP

Mazars LLP

Chartered Accountants
Statutory Auditor

45 Church Street
Birmingham
B3 2RT

Date: *15 December 2014*

JOSEPH LECKIE 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 YEAR ENDED 31 AUGUST 2014

	Note	Unrestricted funds 2014 £	Restricted funds 2014 £	Restricted fixed asset funds 2014 £	Total funds 2014 £	Total funds 2013 £
INCOMING RESOURCES						
Incoming resources from generated funds:						
Activities for generating funds	2,3	10,256	-	-	10,256	18,305
Investment income	4	9,828	-	-	9,828	5,444
Incoming resources from charitable activities						
	5	-	7,444,594	23,035	7,467,629	7,566,783
Other incoming resources	6	1,551	109,991	-	111,542	264,066
TOTAL INCOMING RESOURCES		21,635	7,554,585	23,035	7,599,255	7,854,598
RESOURCES EXPENDED						
Costs of generating funds:						
Fundraising expenses and other costs	3	16,959	-	-	16,959	17,327
Charitable activities		-	7,171,353	347,182	7,518,535	7,401,627
Governance costs	11	-	50,142	-	50,142	60,302
TOTAL RESOURCES EXPENDED	7	16,959	7,221,495	347,182	7,585,636	7,479,256
NET INCOMING RESOURCES BEFORE TRANSFERS		4,676	333,090	(324,147)	13,619	375,342

JOSEPH LECKIE ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (continued)
FOR THE YEAR ENDED 31 AUGUST 2014

	Note	Unrestricted funds 2014 £	Restricted funds 2014 £	Restricted fixed asset funds 2014 £	Total funds 2014 £	Total funds 2013 £
Transfers between Funds	21	-	2,476	(2,476)	-	-
NET INCOME FOR THE YEAR		4,676	335,566	(326,623)	13,619	375,342
Actuarial gains and losses on defined benefit pension schemes		-	145,000	-	145,000	27,000
NET MOVEMENT IN FUNDS FOR THE YEAR		4,676	480,566	(326,623)	158,619	402,342
Total funds at 1 September 2013		720,127	(997,801)	15,578,703	15,301,029	14,898,687
TOTAL FUNDS AT 31 AUGUST 2014		724,803	(517,235)	15,252,080	15,459,648	15,301,029

All activities relate to continuing operations.

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

The notes on pages 25 to 44 form part of these financial statements.

JOSEPH LECKIE ACADEMY TRUST

Registered number: 07892678

(A company limited by guarantee)

BALANCE SHEET

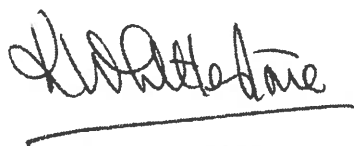
AS AT 31 AUGUST 2014

	Note	£	2014 £	£	2013 £
FIXED ASSETS					
Tangible assets	17		15,252,080		15,578,702
CURRENT ASSETS					
Stocks	18	8,411		6,841	
Debtors	19	64,393		20,961	
Cash at bank and in hand		2,859,782		1,925,458	
		<u>2,932,586</u>		<u>1,953,260</u>	
CREDITORS: amounts falling due within one year	20	(991,018)		(415,933)	
NET CURRENT ASSETS			<u>1,941,568</u>		<u>1,537,327</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>17,193,648</u>		<u>17,116,029</u>
Defined benefit pension scheme liability	27		(1,734,000)		(1,815,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITY			<u><u>15,459,648</u></u>		<u><u>15,301,029</u></u>
FUNDS OF THE ACADEMY					
Restricted funds:					
Restricted funds	21	1,216,765		817,199	
Restricted fixed asset funds	21	15,252,080		15,578,703	
Restricted funds excluding pension liability		16,468,845		16,395,902	
Pension reserve		<u>(1,734,000)</u>		<u>(1,815,000)</u>	
Total restricted funds			14,734,845		14,580,902
Unrestricted funds	21		724,803		720,127
TOTAL FUNDS			<u><u>15,459,648</u></u>		<u><u>15,301,029</u></u>

The financial statements were approved by the Trustees, and authorised for issue, on 4 December 2014 and are signed on their behalf, by:

Mr K Whittlestone, Principal and Accounting Officer

The notes on pages 25 to 44 form part of these financial statements.



JOSEPH LECKIE ACADEMY TRUST
(A company limited by guarantee)

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2014

	Note	2014 £	2013 £
Net cash flow from operating activities	23	954,884	1,345,782
Capital expenditure and financial investment	24	(20,560)	(251,647)
INCREASE IN CASH IN THE YEAR		<u>934,324</u>	<u>1,094,135</u>

RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS
FOR THE YEAR ENDED 31 AUGUST 2014

	2014 £	2013 £
Increase in cash in the year	<u>934,324</u>	<u>1,094,135</u>
MOVEMENT IN NET FUNDS IN THE YEAR	<u>934,324</u>	<u>1,094,135</u>
Net funds at 1 September 2013	<u>1,925,458</u>	<u>831,323</u>
NET FUNDS AT 31 AUGUST 2014	<u><u>2,859,782</u></u>	<u><u>1,925,458</u></u>

The notes on pages 25 to 44 form part of these financial statements.

JOSEPH LECKIE ACADEMY TRUST

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2014

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005, the Academies Accounts Direction 2013 to 2014 issued by EFA, applicable accounting standards and the Companies Act 2006.

1.2 Fund accounting

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

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

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

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

JOSEPH LECKIE ACADEMY TRUST

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2014

1. ACCOUNTING POLICIES (continued)

1.3 Incoming resources

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

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

General Annual Grant is recognised in full in the year for which it is receivable and any unspent amount is reflected as a balance in the restricted general fund.

Capital grants are recognised when receivable and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted fixed asset fund.

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

The value of donated services and gifts in kind provided to the academy are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the academy can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of financial activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy's policies.

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

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

JOSEPH LECKIE ACADEMY TRUST

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2014

1. ACCOUNTING POLICIES (continued)

1.4 Resources expended

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

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

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

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

All resources expended are inclusive of irrecoverable VAT.

1.5 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.

1.6 Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and are carried forward in the Balance Sheet. Depreciation on such assets is charged to the restricted fixed asset fund in the Statement of Financial Activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the academy's depreciation policy.

A review for impairment of assets is carried out if events or changes in circumstances indicate that the carrying value 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.

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

Long-term leasehold property	-	2% straight line
Fixtures and fittings	-	12.5% straight line
Computer equipment	-	33.3% straight line

JOSEPH LECKIE ACADEMY TRUST

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2014

1. ACCOUNTING POLICIES (continued)

1.7 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.8 Taxation

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

1.9 Pensions

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in note 27, the TPS is a multi-employer scheme and the academy is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The LGPS is a funded scheme and the assets are held separately from those of the academy in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of financial activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period until vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

2. ACTIVITIES FOR GENERATING FUNDS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Hire of facilities	10,256	-	10,256	18,305

JOSEPH LECKIE ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

3. FUNDRAISING ACTIVITIES

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Letting expenses				
Cleaning and electricity	16,959	-	16,959	17,327
	<u>(16,959)</u>	<u>-</u>	<u>(16,959)</u>	<u>(17,327)</u>

4. INVESTMENT INCOME

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Interest	1,319	-	1,319	1,294
Short term deposits	8,509	-	8,509	4,150
	<u>9,828</u>	<u>-</u>	<u>9,828</u>	<u>5,444</u>

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Educational operations	-	7,467,629	7,467,629	7,566,783
	<u>-</u>	<u>7,467,629</u>	<u>7,467,629</u>	<u>7,566,783</u>

JOSEPH LECKIE ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
DfE/EFA revenue grants				
General Annual Grant (GAG)	-	6,940,761	6,940,761	7,110,582
Capital grants	-	23,035	23,035	208,880
Other DfE/EFA grants	-	471,420	471,420	220,081
	-	7,435,216	7,435,216	7,539,543
Other government grants				
Local authority grants	-	32,413	32,413	27,240
	-	32,413	32,413	27,240
	-	7,467,629	7,467,629	7,566,783

6. OTHER INCOMING RESOURCES

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Sundry income	1,551	75,768	77,319	236,602
Academy trips	-	34,223	34,223	27,464
	1,551	109,991	111,542	264,066

JOSEPH LECKIE ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

7. RESOURCES EXPENDED

	Staff costs	Non Pay	Expenditure	Total	Total
	2014	Premises	Other costs	2014	2013
	£	2014	2014	£	£
		£	£		
Fundraising expenses	-	16,959	-	16,959	17,327
Costs of generating funds	-	16,959	-	16,959	17,327
Educational operations	5,124,633	315,936	600,664	6,041,233	5,836,127
Support costs - Educational operations	594,626	445,029	437,647	1,477,302	1,565,500
Charitable activities	5,719,259	760,965	1,038,311	7,518,535	7,401,627
Governance	-	-	50,142	50,142	60,302
	5,719,259	777,924	1,088,453	7,585,636	7,479,256

8. ANALYSIS OF RESOURCES EXPENDED BY ACTIVITIES

	Activities	Support	Total	Total
	undertaken	costs	2014	2013
	directly	2014	£	£
	2014	£		
	£			
Educational operations	6,041,233	1,477,302	7,518,535	7,401,627

JOSEPH LECKIE ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

9. DIRECT COSTS

	Educational operations £	Total 2014 £	Total 2013 £
Technology costs	197,705	197,705	167,428
Educational supplies	141,221	141,221	134,199
Examination fees	135,734	135,734	144,019
Staff development	9,678	9,678	10,390
Educational consultancy	495	495	178
Other direct costs	115,831	115,831	124,533
Wages and salaries	4,272,277	4,272,277	4,241,644
National insurance	325,446	325,446	336,112
Pension cost	526,910	526,910	365,798
Depreciation	315,936	315,936	311,826
	<u>6,041,233</u>	<u>6,041,233</u>	<u>5,836,127</u>

10. SUPPORT COSTS

	Educational operations £	Total 2014 £	Total 2013 £
Pension income	70,000	70,000	68,000
Technology costs	56,244	56,244	50,700
Recruitment and support	40,485	40,485	13,279
Maintenance of premises and equipment	127,246	127,246	97,399
Cleaning	119,645	119,645	142,598
Rent and rates	39,293	39,293	85,623
Energy costs	127,598	127,598	142,636
Insurance	51,919	51,919	49,162
Security and transport	23,088	23,088	23,078
Catering	138,358	138,358	114,257
Bank interest and charges	1,939	1,939	1,712
Other support costs	125,615	125,615	83,759
Wages and salaries	422,753	422,753	402,400
National insurance	21,877	21,877	20,199
Pension cost	79,996	79,996	241,614
Depreciation	31,246	31,246	29,084
	<u>1,477,302</u>	<u>1,477,302</u>	<u>1,565,500</u>

JOSEPH LECKIE ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

11. GOVERNANCE COSTS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Audit fees	-	8,500	8,500	7,000
Auditors' non audit costs	-	8,535	8,535	12,000
Legal and professional fees	-	33,107	33,107	41,302
	<u>-</u>	<u>50,142</u>	<u>50,142</u>	<u>60,302</u>

12. NET INCOMING RESOURCES

This is stated after charging:

	2014 £	2013 £
Depreciation of tangible fixed assets: - owned by the charity	347,182	340,910
Auditors' remuneration	8,500	7,000
Operating lease rentals: - other operating leases	8,540	10,006
Auditors' non audit costs	8,535	12,000
	<u>372,757</u>	<u>370,916</u>

13. STAFF

a. Staff costs

Staff costs were as follows:

	2014 £	2013 £
Wages and salaries	4,642,736	4,604,816
Social security costs	347,323	356,311
Other pension costs (Note 27)	606,906	607,412
	<u>5,596,965</u>	<u>5,568,539</u>
Supply teacher costs	52,294	39,228
Other costs	70,000	68,000
	<u>5,719,259</u>	<u>5,675,767</u>

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13. STAFF (continued)

b. Staff numbers

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

	2014	2013
	No.	No.
Teachers	83	86
Administration and support	68	63
Management	7	6
	<hr/>	<hr/>
	158	155
	<hr/> <hr/>	<hr/> <hr/>

c. Higher paid staff

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

	2014	2013
	No.	No.
In the band £70,001 - £80,000	2	2
In the band £80,001 - £90,000	0	1
In the band £150,001 - £160,000	0	2
In the band £160,001 - £170,000	1	0
	<hr/>	<hr/>
	3	5
	<hr/> <hr/>	<hr/> <hr/>

The above employees participated in the Teachers' Pension Scheme. During the period ended 31 August 2014, pension contributions for these staff amounted to £44,336 (2013: £50,745).

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14. TRUSTEES' REMUNERATION AND EXPENSES

The Principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Principal and staff, and not in respect of their services as Trustees. Other Trustees did not receive any payments, other than expenses, from the academy in respect of their role as Trustees. The value of Trustees' remuneration fell within the following bands:

	2014 £	2013 £
K Whittlestone	165,000-170,000	165,000-170,000
P Tutrice	40,000-45,000	40,000-45,000
N Kouser	15,000-20,000	15,000-20,000
G Smith	55,000-60,000	55,000-60,000

During the year ended 31 August 2014, expenses totalling £2,516 (2013 - £NIL) were reimbursed to 1 Trustee (2013 - Nil).

In addition to the above, Walsall Association of Secondary Head Teachers paid the Principal £10,800 for services during the year. This was processed through the payroll.

15. TRUSTEES' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2014 was £1,493 (2013 - £919). The cost of this insurance is included in the total insurance cost.

16. OTHER FINANCE INCOME

	2014 £	2013 £
Expected return on pension scheme assets	52,000	35,000
Interest on pension scheme liabilities	(122,000)	(103,000)
	<u>(70,000)</u>	<u>(68,000)</u>

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17. TANGIBLE FIXED ASSETS

	Long-term leasehold property £	Fixtures and fittings £	Computer equipment £	Total £
Cost				
At 1 September 2013	15,773,234	115,940	222,077	16,111,251
Additions	-	2,790	17,770	20,560
At 31 August 2014	<u>15,773,234</u>	<u>118,730</u>	<u>239,847</u>	<u>16,131,811</u>
Depreciation				
At 1 September 2013	397,249	20,235	115,065	532,549
Charge for the year	252,393	14,841	79,948	347,182
At 31 August 2014	<u>649,642</u>	<u>35,076</u>	<u>195,013</u>	<u>879,731</u>
Net book value				
At 31 August 2014	<u>15,123,592</u>	<u>83,654</u>	<u>44,834</u>	<u>15,252,080</u>
At 31 August 2013	<u>15,375,985</u>	<u>95,705</u>	<u>107,012</u>	<u>15,578,702</u>

18. STOCKS

	2014 £	2013 £
Finished goods and goods for resale	<u>8,411</u>	<u>6,841</u>

19. DEBTORS

	2014 £	2013 £
Trade debtors	505	721
Other debtors	53,170	18,422
Prepayments and accrued income	10,718	1,818
	<u>64,393</u>	<u>20,961</u>

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20. CREDITORS:
Amounts falling due within one year

	2014 £	2013 £
Trade creditors	189,133	119,860
Other taxation and social security	101,735	126,897
Other creditors	94,201	22,016
Accruals and deferred income	605,949	147,160
	<u>991,018</u>	<u>415,933</u>
		£
Deferred income		
Deferred income at 1 September 2013		137,310
Resources deferred during the year		585,239
Amounts released from previous years		(137,310)
Deferred income at 31 August 2014		<u>585,239</u>

The above deferred income consists of EFA grants and ACMF funding received in advance.

21. STATEMENT OF FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
Unrestricted funds						
General Funds - all funds	720,127	21,635	(16,959)	-	-	724,803
	<u>720,127</u>	<u>21,635</u>	<u>(16,959)</u>	<u>-</u>	<u>-</u>	<u>724,803</u>
Restricted funds						
General Annual Grant (GAG)	581,266	6,940,761	(6,342,342)	506	-	1,180,191
Other EFA and DfE grants	-	471,420	(452,869)	-	-	18,551
Other Government grants	-	32,413	(32,413)	-	-	-
Trips, visits and other activities	17,937	34,223	(36,107)	1,970	-	18,023
Other restricted reserves	217,996	75,768	(293,764)	-	-	-
Pension reserve	(1,815,000)	-	(64,000)	-	145,000	(1,734,000)
	<u>(997,801)</u>	<u>7,554,585</u>	<u>(7,221,495)</u>	<u>2,476</u>	<u>145,000</u>	<u>(517,235)</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

21. STATEMENT OF FUNDS (continued)

Restricted fixed asset funds

DfE/EFA capital grants	15,578,703	23,035	(347,182)	(2,476)	-	15,252,080
Total restricted funds	14,580,902	7,577,620	(7,568,677)	-	145,000	14,734,845
Total of funds	15,301,029	7,599,255	(7,585,636)	-	145,000	15,459,648

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

Unrestricted Funds

- Unrestricted funds represent those resources which may be used towards meeting any of the charitable objects of the academy at the discretion of the Directors;

Restricted Funds

- Restricted funds (excluding pension and other restricted reserves) mainly represent funds received from the Department for Education and the Education Funding Agency and is specifically spent on the running of the academy. Other EFA and DfE grants carried forward are in relation to EFA Summer School funding.

- Other Government grants represents funding received from the Local Authority relating to pupil premium and high needs.

- Other restricted reserves represents funds which are restricted by the donor including school trip income and income from other organisations;

- Pension reserve represents the movements on the Local Government Pension Scheme liability;

Restricted Fixed Asset Funds

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

Under the funding agreement with the Secretary of State, the academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2014.

SUMMARY OF FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
General funds	720,127	21,635	(16,959)	-	-	724,803
Restricted funds	(997,801)	7,554,585	(7,221,495)	2,476	145,000	(517,235)
Restricted fixed asset funds	15,578,703	23,035	(347,182)	(2,476)	-	15,252,080
	15,301,029	7,599,255	(7,585,636)	-	145,000	15,459,648

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

22. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Restricted fixed asset funds 2014 £	Total funds 2014 £	Total funds 2013 £
Tangible fixed assets	-	-	15,252,080	15,252,080	15,578,704
Current assets	724,803	2,207,783	-	2,932,586	1,953,258
Creditors due within one year	-	(991,018)	-	(991,018)	(415,933)
Provisions for liabilities and charges	-	(1,734,000)	-	(1,734,000)	(1,815,000)
	<u>724,803</u>	<u>(517,235)</u>	<u>15,252,080</u>	<u>15,459,648</u>	<u>15,301,029</u>

23. NET CASH FLOW FROM OPERATING ACTIVITIES

	2014 £	2013 £
Net incoming resources before revaluations	13,619	375,342
Depreciation of tangible fixed assets	347,182	340,911
Increase in stocks	(1,570)	(6,841)
(Increase)/decrease in debtors	(43,432)	179,675
Increase in creditors	575,085	380,695
FRS 17 adjustments	64,000	76,000
Net cash inflow from operations	<u>954,884</u>	<u>1,345,782</u>

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

	2014 £	2013 £
Capital expenditure and financial investment		
Purchase of intangible fixed assets	<u>(20,560)</u>	<u>(251,647)</u>

25. ANALYSIS OF CHANGES IN NET FUNDS

	1 September 2013 £	Cash flow £	Other non-cash changes £	31 August 2014 £
Cash at bank and in hand:	1,925,458	934,324	-	2,859,782
Net funds	<u>1,925,458</u>	<u>934,324</u>	<u>-</u>	<u>2,859,782</u>

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2014

26. CAPITAL COMMITMENTS

At 31 August 2014 the academy had capital commitments as follows:

	2014 £	2013 £
Contracted for but not provided in these financial statements	308,800	-

27. 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 the West Midlands Pension Fund. 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 2004 and of the LGPS 31 March 2010.

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

Teachers' Pension Scheme

Introduction

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

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

The Teachers' Pensions Regulations require an annual account to be kept of receipts and expenditure (including the cost of pensions' increases). From 1 April 2001, the account has been credited with a real rate of return, which is equivalent to assuming that the balance in the account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

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 for service to the effective date of £191,500 million, and notional assets of £176,600 million, giving a notional past service deficit of £14,900 million; and
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations

The new employer contribution rate is applicable from 1 April 2015 and will be implemented for the TPS from September 2015.

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2014

27. PENSION COMMITMENTS (continued)

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

Teachers' Pension Scheme Changes

Lord Hutton made recommendations in 2011 about how pensions can be made sustainable and affordable, whilst remaining fair to the workforce and the taxpayer. The Government accepted Lord Hutton's recommendations as the basis for consultation with trade unions and other representative bodies. In March 2012 the Department for Education published proposals for the design for a reformed TPS.

The key provisions of the reformed scheme include: a pension based on career average earnings; an accrual rate of 1/57th; and a Normal Pension Age equal to State Pension Age, but with options to enable members to retire earlier or later than their Normal Pension Age. Pension benefits built up before 1 April 2015 will be fully protected.

In addition, the proposed final agreement includes a Government commitment that those within 10 years of Normal Pension Age on 1 April 2012 will see no change to the age at which they can retire, and no decrease in the amount of pension they receive when they retire. There will also be further transitional protection, tapered over a three and a half year period, for people who would fall up to three and a half years outside of the 10 year protection.

In his interim report of October 2010, Lord Hutton recommended that short-term savings were also required, and that the only realistic way of achieving these was to increase member contributions. At the Spending Review 2010 the Government announced an average increase of 3.2 percentage points on the contribution rates by 2014-15. The increases have been phased in from April 2012 on a 40:80:100% basis.

The Department for Education has continued to work closely with trade unions and other representatives bodies to develop the reformatted Teachers' Pension Scheme and regulations giving effect to it came into force on 1 April 2014. Communications are being rolled out and the reformatted scheme will commence on 1 April 2015.

Under the definitions set out in Financial Reporting Standard (FRS 17) Retirement Benefits, the TPS is a multi-employer pension scheme. The academy is unable to identify its share of the underlying assets and liabilities of the scheme. Accordingly, the academy has taken advantage of the exemption in FRS 17 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2014 was £251,000, of which employer's contributions totalled £194,000 and employees' contributions totalled £57,000. The agreed contribution rates for future years are 20.5% for employers and 5.5% - 7.5% for employees.

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

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

The amounts recognised in the Balance sheet are as follows:

	2014	2013
	£	£
Present value of funded obligations	(2,788,000)	(2,589,000)
Fair value of scheme assets	1,054,000	774,000
	<u>(1,734,000)</u>	<u>(1,815,000)</u>

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

	2014	2013
	£	£
Current service cost	(188,000)	(180,000)
Interest on obligation	(122,000)	(103,000)
Expected return on scheme assets	52,000	35,000
	<u>(258,000)</u>	<u>(248,000)</u>
Total	<u>(258,000)</u>	<u>(248,000)</u>
Actual return on scheme assets	<u>93,000</u>	<u>62,000</u>

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

	2014	2013
	£	£
Opening defined benefit obligation	2,589,000	2,257,000
Current service cost	188,000	180,000
Interest cost	122,000	103,000
Contributions by scheme participants	57,000	52,000
Actuarial Gains	(146,000)	-
Benefits paid	(22,000)	(3,000)
	<u>2,788,000</u>	<u>2,589,000</u>
Closing defined benefit obligation	<u>2,788,000</u>	<u>2,589,000</u>

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27. PENSION COMMITMENTS (continued)

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

	2014	2013
	£	£
Opening fair value of scheme assets	774,000	491,000
Expected return on assets	52,000	35,000
Actuarial gains and (losses)	(1,000)	27,000
Contributions by employer	194,000	172,000
Contributions by employees	57,000	52,000
Benefits paid	(22,000)	(3,000)
	<u>1,054,000</u>	<u>774,000</u>

The cumulative amount of actuarial gains and losses recognised in the Statement of total recognised gains and losses was £NIL (2013 - £NIL).

The academy expects to contribute £197,000 to its Defined benefit pension scheme in 2015.

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

	2014	2013
Equities	45.00 %	42.40 %
Government bonds	7.90 %	8.40 %
Other bonds	10.30 %	11.20 %
Property	8.70 %	8.70 %
Cash/liquidity	4.40 %	4.10 %
Other	23.70 %	25.20 %

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

	2014	2013
Discount rate for scheme liabilities	4.00 %	4.50 %
Rate of increase in salaries	3.95 %	4.15 %
Rate of increase for pensions in payment / inflation	2.20 %	2.40 %
Inflation assumption (CPI)	2.20 %	2.40 %

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

	2014	2013
Retiring today		
Males	22.9	22.1
Females	25.5	24.8
Retiring in 20 years		
Males	25.1	23.9
Females	27.8	26.7

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27. PENSION COMMITMENTS (continued)

Amounts for the current and previous period are as follows:

Defined benefit pension schemes

	2014 £	2013 £
Defined benefit obligation	(2,788,000)	(2,589,000)
Scheme assets	1,054,000	774,000
Deficit	<u>(1,734,000)</u>	<u>(1,815,000)</u>
Experience adjustments on scheme liabilities	146,000	-
Experience adjustments on scheme assets	<u>(1,000)</u>	<u>27,000</u>

28. OPERATING LEASE COMMITMENTS

At 31 August 2014 the academy had annual commitments under non-cancellable operating leases as follows:

	Land and buildings		Other	
	2014 £	2013 £	2014 £	2013 £
Expiry date:				
Within 1 year	-	-	784	2,897
Between 2 and 5 years	-	-	5,469	6,567
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

29. 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 would be conducted at arm's length and in accordance with the academy's financial regulations and normal procurement procedures.

The transactions with staff trustees are disclosed in note 14.

One trustee is related to a member of staff who received a salary of £20,400 during the year.