L.E.A.D. Multi-Academy Trust

Registered number: 08296921

Trustees report and financial statements

For the year ended 31 August 2015

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L.E.A.D. MULTI-ACADEMY TRUST
(A Company Limited by Guarantee)

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L.E.A.D. MULTI-ACADEMY TRUST
(A Company Limited by Guarantee)

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

Trustees

Mr M Blois, Chair
Mr CE Richards, Vice Chair
Mrs DM Harvey (resigned 26 November 2014)
Ms D Owen, Chief Executive & Accounting Officer
Mr D Pomeroy, Head Teacher (resigned 23 March 2015)
Ms A Eastgate (appointed 9 June 2014, resigned 22 September 2015)
Mr I Hancock (appointed 5 February 2015)

Members

Mr M Blois
L.E.A.D. Academy Trust
Ms D Owen

Company registered number

08296921

Principal and registered office

The Old Pumphouse, 5 The Ropewalk, Nottingham, NG1 5DU

Chief executive officer

Ms D Owen

Senior management team

Ms D Owen, Chief Executive
Mr B Thandi, Business Director
Mr M Lawrence, Director of Schools
Mr N Spencelayh, Director of Schools

Independent auditors

Mazars LLP, Park View House, 58 The Ropewalk, Nottingham, NG1 5DW

Bankers

Lloyds Bank PLC, 1 City Road East, Manchester, M15 4PU

Solicitors

Eversheds LLP, 14 Fletcher Gate, Nottingham, NG1 2FS

L.E.A.D. MULTI-ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2015

The Trustees present their annual report together with the financial statements and auditor's reports of the charitable company for the year ended 31st August 2015. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The charitable company was incorporated on 16 November 2012 and commenced trade as an Academy Trust on 1 January 2013. The Trust as at the 31st August 2015 consists of twelve primary academies working across Nottingham, Nottinghamshire and Leicestershire.

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 L.E.A.D. Multi-Academy Trust are also the directors of the charitable company for the purposes of company law.

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. Trustees' indemnities

A Trustee may benefit from any indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust: Provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as directors of the Academy Trust.

The trustees have liability insurance with Zurich effective date 1st February 2015. There is a limit of indemnity of £2,000,000.

d. Method of recruitment and appointment or election of Trustees

The total number of Trustees including the Management Team Trustee who are employees of the Company shall not exceed one third of the total number of Trustees.

Subject to Articles 48-49 and 63, the Academy Trust shall have the following Trustees:

a) Up to six Sponsor Trustees appointed under Article 50.
b) Academy Trustees, appointed under Article 51;
c) Management Team Trustee appointed under article 57;
d) Additional Trustees, if appointed under Article 61, 61A or 67a;
e) Parent Trustees, if appointed under clause 53 to 56.

The Secretary of State may appoint additional Trustees if the Trustees fail to comply with a Secretary of State warning notice.

e. Policies and procedures adopted for the induction and training of Trustees

The training and induction provided for each new Trustee will depend on their existing experience and where necessary induction will provide training on charity, educational, legal and financial matters. All Trustees of the Academy Trust are provided will access to copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. The Academy Trust will also perform an annual skills audit of Trustees, should any gaps be identified training courses are offered to address these issues.

f. Organisational structure

The L.E.A.D. Multi-Academy Trust is a separate trust sponsored by the L.E.A.D. Academy Trust .The L.E.A.D. Multi-Academy Trust currently contains the following:

- Huntingdon Academy
- Sycamore Academy
- Warren Academy
- St Ann's Well Academy
- Edna G Olds Academy
- Hogarth Academy
- Windmill L.E.A.D. Academy
- Millfield L.E.A.D. Academy
- Bishop Alexander L.E.A.D. Academy
- Glapton Academy
- Radford Academy
- Jubilee L.E.A.D Academy

The management structure consists of seven levels; the Members, the Board of Trustees, the Chief Executive, the Executive Management Team, the Head Teachers of each academy, the Governing Body of each academy and the Senior Leadership Team within each academy. The aim of the management structure is to devolve responsibility and encourage decision making at all levels.

The Trustees are responsible for setting general policy, adopting an annual strategic plan and budget, monitoring of each academies performance and appointment of the Head Teachers and Chairs of Governing Bodies.

The Executive Management Team is the Chief Executive, Directors of Schools and the Business Director supported by the Head Teachers of each academy. These managers control the academies at an executive level implementing policies laid down by the Trustees and reporting back to them. As a group these managers are responsible for the authorisation of spending within agreed budgets and appointment of staff.

Each Governing Body receives delegated authority from the Academy Trust Board to support the Board in fulfilling its obligations.

g. Connected organisations, including related party relationships

The L.E.A.D. Multi-Academy Trust is one of two subsidiaries of the L.E.A.D. Academy Trust (company no 07767010) and the other subsidiary is L.E.A.D. Services Limited (company no 08423697).

The L.E.A.D. Academy Trust is the sponsor for the L.E.A.D. Multi Academy Trust and during the financial year 2014/15 there were no connected party transactions between the two entities.

The L.E.A.D. Academy Trust is a registered charity and its' Board of Trustees are responsible for the following principle:

- Appoint majority of Trustees of L.E.A.D. Multi-Academy Trust
- Act as a check and balance on the performance of the L.E.A.D. Multi-Academy Trust
- Provide expert guidance & support on educational issues to the L.E.A.D. Multi-Academy Trust & L.E.A.D. Services Limited
- Appoint directors of L.E.A.D. Services Limited and exercises strategic control over its activities

Directors of L.E.A.D. Services Limited received no remuneration and any surpluses generated by L.E.A.D. Services Limited are gift aided to the L.E.A.D. Academy Trust for reinvestment as grants within the L.E.A.D. Multi-Academy Trust. During the financial year 2014/15 L.E.A.D. Services providing the following services to L.E.A.D. Multi-Academy Trust at cost only:

- £2,992 National Professional Leadership Qualifications
- £8,000 School Improvement
- £12,350 Teaching School membership

Objectives and Activities

a. Objects and aims

The principal object and activity of the charitable company is to advance for the public benefit, education in the United Kingdom by establishing, maintain, carrying on, managing and developing schools offering a broad and balanced curriculum.

In addition, to promote for the benefit of individuals living in the East Midlands and surrounding area who have need by reason of their age, infirmity or disability, financial hardship or social and economic circumstances or for the public at large the provision of facilities for recreating or other leisure time activities in the interests of social welfare and with the object of improving the condition of life of the said individuals.

In accordance with the articles of association, the charitable company has entered into relevant a funding agreement with the Secretary of State. The funding agreements specify, 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 be broad and balanced.

The main objects / aims of the trust during the year ended 31 August 2015 are summarised below:

- Through outstanding leadership we, at the L.E.A.D. Multi-Academy Trust, will provide the highest quality education to enable every pupil to realise their full potential.
- Utilising the power of partnership working as a catalyst for ensuring more children receive an exceptional education.
- Embracing a combination of autonomy and collaboration across key areas of leadership and management, underpinned by shared vision, values and best practice.
- Provide value for money for the funds expended.

b. Objectives, strategies and activities

In every aspect of life the ability to lead is essential. Strong leadership is the key to the success of our schools. We will develop leadership skills in everyone who attends one of them, ensuring the development of pupils as leaders of their own learning.

At L.E.A.D. Multi-Academy schools pupils are empowered to have high aspirations for their futures. We nurture and challenge pupils to take responsibility, make decisions and work together so they grow into confident and resilient young people.

We believe in achievement in its broadest sense and that enjoyment of learning is crucial to success. We continually look for and reward achievement in every individual in our schools. We also know that a strong command of English and Maths is vital as a foundation for the whole curriculum and prioritise learning in these core subjects.

We will provide the very best education and training for every individual in our schools and will ensure that this is delivered. We value excellent teaching, underpinned by high quality professional development and will constantly move forwards, using and instigating the best ideas and practice.

We also understand that children need to be motivated if they are to succeed in life and we will provide a stimulating curriculum and environment which will prepare them for their futures with confidence and determination

c. Public benefit

The Trustees have complied with the duty in Section 4 of the Charities Act 2006, to have due regard to public benefit guidance published by the Charity Commission in exercising their powers or duties. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set. The Academy has provided a fully comprehensive education to all pupils in its care. It fully complies with all statutory guidance and seeks to support its wider educational objectives via a strong community role.

Strategic Report

Achievements and Performance

The Trust now provides the education for over 3,500 children across the East Midlands fulfilling its primary objective in some of the most deprived areas in England. A further three academies joined the Trust over the course of the 2014-15 financial year increase the number of academies to twelve.

The quality of education provided by the Trust has improved which is reflected in both its Key Stage 2 results and the improved Ofsted judgements secured for its academies. The following academies improved their Ofsted judgements over the past 12 months:

•Millfield L.E.A.D. Academy Special Measures to Good
•Windmill L.E.A.D. Academy Special Measures to Good
•Hogarth Academy Requirements Improvement to Good

Children served by the Trust have been empowered through the enrichment activities delivered to all key stage 2 children through Bushcraft and Olympic events during the academic year. Throughout the activities children were learning to become leaders and taking on ownership and responsibility as well as developing and learning a range life skills and attributes.

Partnership working has significant increased over the past 12 months. The Teaching School Alliance has doubled in size to 46 schools covering both the primary and secondary phase leading to increased training programmes and sharing of best practice.

Value for money has been secured through robust financial monitoring and control frameworks underpinned by the oversight maintained by the Trustees and Executive Management Team. The Trust has secure efficiency saving of almost 1% during the course of the financial year which equates to approximately £150,000.

a. Key Performance Indicators

A summary analysis of key financial performance indicators are listed below:

Indicator	Target	Actual
All staff costs as percentage of expenditure	75-78%	74%
Central services as percentage of income	Below 5%	5.2%
Percentage of academies judged Good or Outstanding	50%	75%

Over the course of the year the following academies joined the Trust:
• Glapton Academy (1 September 2014)
• Radford Academy (1 December 2014)
• Jubilee L.E.A.D. Academy (1 December 2014)

The results across the Trust shows overwhelming that performance is improving and projected to improve further in the future.

	Trust's Performance*	National (2015*)
Reading, writing and maths Level 4 +	80%	81%
Reading, writing and maths Level 5 +	22%	24%
Reading Level 4 +	87%	89%
Reading Level 5 +	38%	48%
Writing Level 4 +	88%	87%
Writing Level 5 +	30%	36%
SPAG Level 4 +	83%	80%
SPAG Level 5 +	55%	56%
Maths Level 4 +	86%	87%
Maths Level 5 +	37%	42%

These results demonstrate success in the Company's public benefit education objectives.

b. Going concern

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

Financial review

The vast majority of the Trust's income is obtained from the DfE via the Education Funding Agency (EFA) in the form of recurrent grants to the Trust's academies (Revenue and Capital), the use of which is restricted to particular educational purposes. The grants received from the DfE during the year ended 31 August 2015 and the associated expenditure are shown within Restricted Funds in the Statement of Financial Activities.

At 31st August 2015 the net book value of fixed assets was £24,119,000 and movements in tangible fixed assets are shown in note 14 to the financial statements. The assets were used exclusively for providing education and the associated support services for pupils of the Academy.

During the year funding of £1,132,000 was invested in the Trust's fixed assets.

Key financial policies adopted or reviewed during the period cover Asset and Depreciation, Finance Procedures and regulations are set out within the Trusts Finance Procedures. In addition the Trust has approved polices on Fraud, Whistle blowing, Tendering and Expenses and charges. The Trusts procedures set out the framework for financial management, including financial responsibilities of Trustees, Executive Management Team, Head Teachers and finance staff centrally and in academies. Delegated financial responsibilities are set out within the Trusts scheme of delegation and the financial procedures.

Central support services have been developed covering educational support, finance, governance, IT, risk management, legal and human resources. These services will continue to develop as further academies join the Trust.

a. Reserves policy

The Board of Trustees review the reserve levels of the Trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

During this financial year three academies have joined the Trust contributing towards the current level of reserves as at the 31 August 2015.

The Trust in the short term will ensure some of the reserve funds are invested in the following:

- The Trust sees ICT provision in our academies as a key part of our children's learning. As such academies will be investing surplus funds to maintain and develop their ICT infrastructure.
- The Trust is committed towards maintaining its buildings and is developing a capital maintenance programme aimed at ensuring a long useful life for the Trusts assets.

Future financial cost pressures for each of the academies will also reduce the level of financial reserves in the long term.

The Trust is currently undertaking a review to identify and assess capital investment priorities and in addition, the DfE have yet to confirm the level of capital funding the Trust will receive going forward. The outcomes of these factors will inform the Trust's long term reserves policy. However as an interim measure, the Board of Trustees have agreed that the minimum level of reserves held for revenue purposes should fall no lower than £1 million across the twelve academies and teaching school.

b. Material investments policy

Trustees have adopted an Investment Policy which is included in the Finance Policy. It allows for surplus funds to be invested in low risk short term bonds with high street banks.

c. Principal risks and uncertainties

The major risks to the which the Trust is exposed, as identified by the Trustees, have been reviewed, and systems and procedures have been established to mitigate those risks. The schedule of risks are tabled and reviewed at all Board Meetings and mitigating actions are agreed as required.

Operational Risk

No current or soon to be joining academy faces any financial risk associated with falling rolls. A number of academies are working with the relevant local authority to increase planned admission numbers to meet local shortages of primary places. It is anticipated that expansion of pupil numbers is an opportunity to strengthen finances of academies. Nevertheless at the same time the uncertainties relating the next stage of the reform of school funding arrangements, the freeze on the Government's overall education budget, changes in funding arrangements for special needs pupils and increasing employment and premises costs are all contributing to cost pressure in future periods, which increases the importance of maintaining robust levels of revenue reserves.

Credit Risk

The Trust recognises exposure to credit risk is the risk that revenues (self-generated of government funding) cannot be collected, and the exposure to banks where the Trust's own cash is deposited. The credit risk is low for the Trust due to all cash and performance fee balances with banks have assigned high credit ratings. The Trust does not hold client cash balances or assets so are not exposed to client credit risk.

Liquidity Risk

Prudent liquidity risk management includes maintaining sufficient cash and interest-bearing deposits. To minimise this risk a high percentage of asset funds are held within flexible accounts. The Trust recognises that the defined benefit schemes deficits (Local Government Pension Schemes) as a significant liability , which is set out in note 24 to the financial statements, represents a significant potential liability. However, as the Trustees of the Trust consider that Trust is able to meet its known annual deficit contribution commitments for the foreseeable future, the risk from this liability is minimised and is manageable.

Plans for future periods

The Trust will continue to work towards delivering the following core characteristics in all of its Schools:

- the highest standards of behaviour and conduct;
- outstanding teaching and learning;
- a fully inclusive approach where all children are equally important;
- a climate of mutual respect between the children, staff and community;
- positive relationships;
- high aspirations for all involved with the schools – a 'can do' attitude;
- a wide range of enrichment opportunities for all to get involved;
- a celebration of all the cultures and faiths represented in the schools;
- an organisation where there are no excuses for underachievement.

The Trust plans for modest growth in the number of academies it runs. It is anticipated that by the end of the next accounting year there will be at least 12 to 18 schools within the organisation. The predicted combined annual turnover at that point will be approximately £30m.

Funds held as custodian trustee on behalf of others

None.

Employee involvement and employment of the disabled

Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The Trust carries out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Trustees.

The Trust has implemented a number of detailed policies in relation to all aspects of personnel matters including:

- Equal Opportunities Policy
- Volunteers' Policy
- Health & Safety Policy

In accordance with the Trust's Equal Opportunities Policy, the Trust has long established fair employment practices in the recruitment, selection, retention and training of disabled staff.

Full details of these policies are available from the Trust's offices.

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 16 December 2015 and signed on the board's behalf by:



Mr M Blois
Chair of Trustees

L.E.A.D. MULTI-ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

Scope of Responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that L.E.A.D. Multi-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 Chief Executive, 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 L.E.A.D. Multi-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 5 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Mr M Blois, Chair	4	5
Mr CE Richards, Vice Chair	5	5
Mrs DM Harvey	0	1
Ms D Owen, Chief Executive & Accounting Officer	5	5
Mr D Pomeroy, Head Teacher	3	3
Ms A Eastgate	1	5
Mr I Hancock	4	4

During the year I Hancock joined the Board.

The Trust has undertaken a self-evaluation of its Board of Trustees and identified areas for improvement. A review of governance at each Local Governing Body level has also been completed and this will now form the basis of the review programme for governance in the Autumn term.

The pay committee is a sub-committee of the main Board of Trustees. Its purpose is to review remuneration of the Executive Management Team.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr I Hancock	2	2
Mr M Blois	2	2
Mr CE Richards	2	2

The audit committee is also a sub-committee of the main Board of Trustees. Its purpose is to review the risks to internal financial control at the Trust.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr CE Richards	4	4
Ms A Eastgate	1	4
Ms D Owen	3	4

GOVERNANCE STATEMENT (continued)

Review of Value for Money

As accounting officer, the Chief Executive 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:

- Changing its catering provision across a number of its academies from an out sourced provision to an in house provision. This has not only generated savings of £50,000, but has also enabled the provision of improved hot nutritional meals for our children and increased take up of meals at lunchtimes.
- The Trust now benchmarks on a monthly basis stationary product lines which has produced savings of up to 35% against a number of product lines.
- The process of renewals for photocopiers across our academies is generating savings of approximately £2,000 per academy.

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 Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in L.E.A.D. Multi-Academy Trust for the year 1 September 2014 to 31 August 2015 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Trust's significant risks, that has been in place for the year 1 September 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.

The Risk and Control Framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- regular reviews by the board 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.

GOVERNANCE STATEMENT (continued)

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

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

On a quarterly basis, the internal auditor reports to the Board of Trustees on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

Review of Effectiveness

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

- the work of the internal auditor;
- the work of the external auditors;
- the work of the executive managers within the Trust 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 the audit committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

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

Mr M Blois
Chair of Trustees

Ms D Owen
Accounting Officer

L.E.A.D. MULTI-ACADEMY TRUST
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STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of L.E.A.D. Multi-Academy Trust I have considered my responsibility to notify the Trust Board of Trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the Trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook (2014).

I confirm that I and the Trust Board of Trustees are able to identify any material, irregular or improper use of funds by the Trust, or material non-compliance with the terms and conditions of funding under the Trust's funding agreement and the Academies Financial Handbook (2014).

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.

Ms D Owen
Accounting Officer

Date: 16 December 2015

L.E.A.D. MULTI-ACADEMY TRUST
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TRUSTEES' RESPONSIBILITIES STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015

The Trustees (who act as governors of L.E.A.D. Multi-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;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

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

Mr M Blois
Chair of Trustees

Date: 16 December 2015

L.E.A.D. MULTI-ACADEMY TRUST
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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF L.E.A.D. MULTI-ACADEMY TRUST

We have audited the financial statements of L.E.A.D Multi-AcademyTrust for the year ended 31 August 2015 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, the Academies Accounts Direction 2014 to 2015 issued by the Education Funding Agency and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Respective responsibilities of Trustees and auditors

As explained more fully in the Trustees' Responsibilities Statement set out on page 15, the Trustees (who are also the directors of the charitable company 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 (APB's) Ethical Standards for Auditors. This report is made solely to the Trustees as a body. Our audit work has been undertaken so that we might state to the members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy Trust and the members as a body for our audit work, for this report, or for the opinions we have formed.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements:

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

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.

L.E.A.D. MULTI-ACADEMY TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF L.E.A.D. MULTI-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
- 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.

David Hoose (Senior Statutory Auditor)

for and on behalf of

Mazars LLP

Chartered Accountants
Statutory Auditor

Park View House
58 The Ropewalk
Nottingham
NG1 5DW
Date: 17 December 2015

L.E.A.D. MULTI-ACADEMY TRUST
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO L.E.A.D. MULTI-ACADEMY TRUST AND THE EDUCATION FUNDING AGENCY

In accordance with the terms of our engagement letter dated 13 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 L.E.A.D. Multi-Academy Trust during the year 1 September 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 L.E.A.D. Multi-Academy Trust and the EFA in accordance with the terms of our engagement letter dated 13 August 2015. Our work has been undertaken so that we might state to L.E.A.D. Multi-Academy Trust and the 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 L.E.A.D. Multi-Academy Trust and the EFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of L.E.A.D. Multi-Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of L.E.A.D. Multi-Academy Trust's funding agreement with the Secretary of State for Education dated 30 August 2013, and the Academies Financial Handbook extant from 1 September 2014, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2014 to 2015. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 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 Trust's income and expenditure.

A summary of the work we have undertaken is as follows:

- Planned our assurance procedures including identifying key risks;
- Carried out sample testing on controls;
- Carried out substantive testing including analytical review; and
- Concluded on procedures carried out.

INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO L.E.A.D. MULTI-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 2014 to 31 August 2015 have not been applied to purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Mazars LLP

Mazars LLP

Chartered Accountants
Statutory Auditor

Park View House
58 The Ropewalk
Nottingham
NG1 5DW

Date: 17 December 2015

L.E.A.D. MULTI-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 2015

	Note	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Restricted fixed asset funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Incoming resources						
Incoming resources from generated funds:						
Voluntary income	**2**	856	(1,785)	5,596	4,667	9,699
Activities for generating funds	**3**	633	120	-	753	522
Investment income	**4**	4	-	-	4	3
Incoming resources from charitable activities:	**5**					
Funding for the Academy Trust's educational operations		-	18,890	655	19,545	13,380
Total incoming resources		1,493	17,225	6,251	24,969	23,604
Resources expended						
Costs of generating funds:						
Fundraising trading	**6**	652	139	-	791	575
Charitable activities:						
Academy Trust educational operations		-	17,948	575	18,523	12,628
Governance costs	**8**	-	158	-	158	89
Total resources expended		652	18,245	575	19,472	13,292
Net incoming / (outgoing) resources before transfers		841	(1,020)	5,676	5,497	10,312
Transfers between Funds	**20**	-	(444)	444	-	-
Net income for the year		841	(1,464)	6,120	5,497	10,312
Actuarial (losses) and gains on defined benefit pension schemes	**24**	-	(150)	-	(150)	(78)
Net movement in funds for the year	**19**	841	(1,614)	6,120	5,347	10,234
Total funds at 1 September 2014	**19**	1,843	(4,463)	18,036	15,416	5,182
Total funds at 31 August 2015	**19**	2,684	(6,077)	24,156	20,763	15,416

All of the academy trust's activities derive from continuing operations and acquisitions during the above two financial periods.

The notes on pages 23 to 47 form part of these financial statements.

L.E.A.D. MULTI-ACADEMY TRUST

Registered number: 08296921

(A Company Limited by Guarantee)

BALANCE SHEET

AS AT 31 AUGUST 2015

	Note	£000	2015 £000	£000	2014 £000
Fixed assets					
Tangible assets	**15**		24,119		17,968
Current assets					
Stocks	**16**	37		9	
Debtors	**17**	925		936	
Cash at bank		3,924		2,327	
		4,886		3,272	
Creditors: amounts falling due within one year	**18**	(1,249)		(1,213)	
Net current assets			3,637		2,059
Total assets less current liabilities			27,756		20,027
Creditors: amounts falling due after more than one year	**19**		(10)		-
Net assets excluding pension scheme liability			27,746		20,027
Defined benefit pension scheme liability	**25**		(6,983)		(4,611)
Net assets including pension scheme liability			20,763		15,416
Funds of the Academy Trust					
Restricted funds:					
Restricted funds	**20**	906		148	
Restricted fixed asset funds	**20**	24,156		18,036	
Restricted funds excluding pension liability		25,062		18,184	
Pension reserve		(6,983)		(4,611)	
Total restricted funds			18,079		13,573
Unrestricted funds	**20**		2,684		1,843
Total funds			20,763		15,416

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

Mr M Blois
Chair of Trustees

The notes on pages 23 to 47 form part of these financial statements.

L.E.A.D. MULTI-ACADEMY TRUST
(A Company Limited by Guarantee)

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015

	Note	2015 £000	2014 £000
Net cash inflow from operating activities	**22**	1,203	851
Returns on investments and servicing of finance	**23**	4	3
Capital expenditure	**23**	(478)	(269)
Cash transferred on conversion to an academy trust	**28**	856	1,115
Cash inflow before financing		1,585	1,700
Financing	**23**	12	-
Increase in cash in the year		1,597	1,700

All of the cash flows are derived from acquisitions in the current financial period.

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

	2015 £000	2014 £000
Increase in cash in the year	1,597	1,700
Cash flow from Salix funding	(12)	-
Movement in net funds in the year	1,585	1,700
Net funds at 1 September 2014	2,327	627
Net funds at 31 August 2015	3,912	2,327

The notes on pages 23 to 47 form part of these financial statements.

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 Trust has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability. For legacies, entitlement is the earlier of the Trust being notified of an impending distribution or the legacy being received.

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 Trust 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 Trust are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the Trust 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 Trust'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.

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 Trust's educational operations.

Governance costs include the costs attributable to the Trust'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 Tangible fixed assets and depreciation

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. 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. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

A review for impairment of 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.

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

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

Long-term leasehold property	-	2% reducing balance
Leasehold improvements	-	2% reducing balance
Furniture and equipment	-	20% reducing balance
Computer equipment	-	25% reducing balance

1. Accounting Policies (continued)

1.6 Leased assets

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

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 Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Trust 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 Trust 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 Trust.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in note 25, the TPS is a multi-employer scheme and the Trust 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 Trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

1. **Accounting Policies (continued)**

1.10 Fund accounting

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

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

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

1.11 Conversion to an academy trust

The conversion from a state maintained school to an academy involved the transfer of identifiable assets and liabilities and the operation of the school for £NIL consideration and has been accounted for under the acquisition accounting method.

The assets and liabilities transferred on conversion from Jubilee Primary School and Radford Primary School to an academy trust have been valued at their fair value, being a reasonable estimate of the current market value that the Trustees would expect to pay in an open market for an equivalent item. Their fair value is in accordance with the accounting policies set out for L.E.A.D. Multi-Academy Trust. The amounts have been recognised under the appropriate balance sheet categories, with a corresponding amount recognised in the Statement of Financial Activities and analysed under unrestricted funds, restricted general funds and restricted fixed asset funds.

Further details of the transaction are set out in note 28.

1.12 Agency arrangements

The academy trust acts as an agent in distributing charitable funds. In respect of charity funds raised, payments received from donors and distributions to the charity are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The funds received and paid and any balances held are disclosed in note 32.

1.13 Acquisition Accounting

The net asset values of the ELITE Academy Trust at the date it became controlled by the Trust have been accounted for under the appropriate balance sheet categories, with a corresponding amount recognised in voluntary income in accordance with recommended academy accounting practice.

Further details of the transaction are set out in note 28.

2. Voluntary income

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Transfer from Local Authority on conversion	624	2,169	2,793	2,766
Other donations	-	30	30	27
Donations upon the transfer of an exisiting academy	232	1,612	1,844	6,906
Voluntary income	856	3,811	4,667	9,699

3. Activities for generating funds

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Hire of facilities	45	-	45	17
Catering income	130	-	130	87
Academy trips	-	120	120	142
Sundry income	458	-	458	276
	633	120	753	522

4. Investment income

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
Investment income	4	-	4	3

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

5. Funding for Academy's educational operations

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Total funds 2015 £000	Total funds 2014 £000
DfE/EFA grants				
General Annual Grant (GAG)	-	14,582	14,582	10,681
Other DfE/EFA Grants	-	2,928	2,928	1,334
Capital Grants	-	655	655	613
	-	18,165	18,165	12,628
Other government grants				
Local authority grant	-	1,380	1,380	753
	-	1,380	1,380	753
	-	19,545	19,545	13,381

6. Resources expended

	Staff costs £000	Premises £000	Other costs £000	Total 2015 £000	Total 2014 £000
Costs of activities for generating funds	-	-	791	791	575
- Direct costs	11,876	469	1,250	13,595	9,328
- Allocated support costs	2,621	1,397	910	4,928	3,300
Sub total	14,497	1,866	2,951	19,314	13,203
Governance costs including allocated support costs	-	-	158	158	89
Total	14,497	1,866	3,109	19,472	13,292

7. Direct costs

	Total 2015 £000	Total 2014 £000
Teaching and educational support staff	11,876	8,013
Depreciation	469	350
Technology costs	84	185
Educational supplies	527	289
Examination fees	22	-
Staff development	99	114
Other direct costs	518	377
Total	13,595	9,328

Support costs

	Total 2015 £000	Total 2014 £000
Support staff costs	2,621	1,675
Depreciation	106	58
Technology costs	147	119
Recruitment	12	12
Maintenance of premises and equipment	364	370
Cleaning	237	140
Rent and rates	148	129
Energy costs	246	144
Insurance	295	250
Security and transport	64	57
Bank interest and other charges	-	1
Other support costs	688	345
Total	4,928	3,300

8. Governance costs

	Total funds 2015 £000	Total funds 2014 £000
Legal and professional	103	53
Governance Auditors' remuneration	37	28
Governance Auditors' non audit costs	18	8
	158	89

9. Net incoming / (outgoing) resources

This is stated after charging:

	2015 £000	2014 £000
Depreciation of tangible fixed assets:		
- owned by the charity	575	408
Operating lease rentals:		
- other operating leases	37	23

10. Auditors' remuneration

	2015 £000	2014 £000
Fees payable to the academy's auditor and its associates for the audit of the academy's annual accounts	37	29

11. Staff

a. Staff costs

Staff costs were as follows:

	2015 £000	2014 £000
Wages and salaries	11,034	7,597
Social security costs	794	558
Other pension costs (Note 25)	1,790	1,102
	13,618	9,257
FRS17 Pension	132	156
Compensation payments	42	-
Supply teacher costs	705	275
	14,497	9,688

b. Staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totaling £42,448. Individually, the payments were: £9,375, £16,250 and £16,823.

11. Staff (continued)

c. Staff numbers

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

	2015 No.	2014 No.
Teachers	158	86
Administration and support	266	154
Management	41	23
	465	263

d. Higher paid staff

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

	2015 No.	2014 No.
In the band £60,001 - £70,000	5	6
In the band £70,001 - £80,000	2	1
In the band £80,001 - £90,000	1	1
In the band £110,001 - £120,000	1	0
In the band £140,001 - £150,000	0	1
In the band £170,001 - £180,000	1	0

The above individuals are members of the Teachers Pension Scheme and the Local Government Pension Scheme.

12. Central services

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

- Educational services
- ICT services
- Governance services
- Data services
- Academy conversion services
- Finance services
- Legal services
- Procurement services
- Internal audit
- Human Resources

The Trust charges for these services on the following basis:

Each academy within the trust allocates between 3.5% - 5% of it's income for central services.

The actual amounts charged during the year were as follows:

	2015 £000
Edna G Olds Academy	52
Huntingdon Academy	47
St Ann's Well Academy	53
Sycamore Academy	72
Warren Academy	47
Windmill Academy	101
Millfield Academy	64
Hogarth Academy	76
Bishop Alexander Academy	64
Radford Academy	33
Glapton Academy	53
Jubilee Academy	93
Total	755

13. Trustees' remuneration and expenses

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

	2015 £000	2014 £000
D Pomeroy	95-100	85-90
D Owen	170-175	135-140

During the year, Trustees received reimbursement of expenses of £1,454 (2014 - £2,386).

In addition to these benefits, the value of Governors' employer's pension contributions fell within the following bands:

	2015 £000	2014 £000
D Pomeroy	10-15	5-10
D Owen	20-25	20-25

14. 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 £2,000,000 on any one claim and the cost for the year ended 31 August 2015 was £2,385 (2014 - £3,256). The cost of this insurance is included in the total insurance cost.

15. Tangible fixed assets

	Long-term leasehold property £000	Fixtures and fittings £000	Computer equipment £000	Total £000
Cost or valuation				
At 1 September 2014	17,635	458	305	18,398
Additions	815	177	140	1,132
Transfer on conversion	3,607	50	50	3,707
Donated assets	1,865	-	22	1,887
At 31 August 2015	23,922	685	517	25,124
Depreciation				
At 1 September 2014	304	66	60	430
Charge for the year	377	109	89	575
At 31 August 2015	681	175	149	1,005
Net book value				
At 31 August 2015	23,241	510	368	24,119
At 31 August 2014	17,331	392	245	17,968

16. Stocks

	2015 £000	2014 £000
Consumables and goods for resale	37	9

17. Debtors

	2015 £000	2014 £000
Due after more than one year		
Other debtors	18	18
Due within one year		
Trade debtors	44	35
VAT recoverable	276	315
Other debtors	510	274
Prepayments and accrued income	77	294
	925	936

18. Creditors:
Amounts falling due within one year

	2015 £000	2014 £000
Other loans	2	-
Trade creditors	48	276
Other taxation and social security	227	245
Other creditors	283	111
Accruals and deferred income	689	581
	1,249	1,213

Other loans include amounts due re Salix funding, this is in relation to an approved EFA loan via the Salix loan program for capital projects. The loan is interest free, unsecured and repayable via a General Annual Grant sacrifice.

Deferred income	£000
Deferred income at 1 September 2014	144
Resources deferred during the year	90
Amounts released from previous years	(144)
Deferred income at 31 August 2015	90

Included in the above is £5,500 relating to deferred school trip income, £3,422 relating to Rates Relief, £63,606 relating to Universal Infant Free School Meals and £17,330 relating to SEN funding.

19. Creditors:
Amounts falling due after more than one year

	2015 £000	2014 £000
Other loans	10	-

Other loans include amounts due re Salix funding, this is in relation to an approved EFA loan via the Salix loan program for capital projects. The loan is interest free, unsecured and repayable via a General Annual Grant sacrifice.

20. Statement of funds

	Brought Forward As restated £000	Incoming resources £000	Resources Expended £000	Transfers in/out £000	Gains/ (Losses) £000	Carried Forward £000
Unrestricted funds						
General Funds	1,843	1,493	(652)	-	-	2,684
Restricted funds						
General Annual Grant (GAG)	148	14,582	(13,704)	(444)	-	582
Other DfE/EFA grants	-	4,308	(3,985)	-	-	323
Other restricted	-	150	(149)	-	-	1
Pension reserve	(4,611)	(1,815)	(407)	-	(150)	(6,983)
	(4,463)	17,225	(18,245)	(444)	(150)	(6,077)
Restricted fixed asset funds						
Capital donations	17,215	5,596	(526)	-	-	22,285
DfE/EFA capital grants	523	655	(31)	-	-	1,147
GAG	298	-	(18)	444	-	724
	18,036	6,251	(575)	444	-	24,156
Total restricted funds	13,573	23,476	(18,820)	-	(150)	18,079
Total of funds	15,416	24,969	(19,472)	-	(150)	20,763

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

- 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 (excluding pension and other restricted reserves) represent funds received from the Department for Education and is specifically spent on the running of the academy;
- Pension reserve represents the liability on the Local Government Pension Scheme liability;
- Other restricted reserve represents funds which are restricted by the donor including school trip income;
- 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.

The transfer between Restricted and Restricted Fixed Asset funds relates to funds allocated from General Annual Grant to purchase fixed assets.

20. Statement of funds (continued)

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

Analysis of academies by fund balance

Fund balances at 31 August 2015 were allocated as follows:

	Total £000
Edna G Olds Academy	154
Huntingdon Academy	468
St Ann's Well Academy	195
Sycamore Academy	586
Warren Academy	134
Windmill L.E.A.D Academy	904
Millfield L.E.A.D Academy	169
Hogarth Academy	40
Bishop Alexander L.E.A.D Academy	70
Radford Academy	39
Glapton Academy	372
Jubilee Academy	189
Central services	270
Total before fixed asset fund and pension reserve	3,590
Restricted fixed asset fund	24,156
Pension reserve	(6,983)
Total	20,763

20. Statement of funds (continued)

Analysis of academies by cost

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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding dep'n £000	Total £000
Edna G Olds Academy	852	185	54	269	1,360
Huntingdon Academy	1,010	164	86	406	1,666
St Ann's Well Academy	854	165	62	251	1,332
Sycamore Academy	1,100	223	48	302	1,673
Warren Academy	787	153	30	376	1,346
Windmill L.E.A.D Academy	1,392	218	57	353	2,020
Millfield L.E.A.D Academy	1,102	186	46	270	1,604
Hogarth Academy	646	123	26	141	936
Bishop Alexander L.E.A.D Academy	1,014	135	43	184	1,376
Glapton Academy	993	139	80	237	1,449
Radford Academy	614	130	15	179	938
Jubilee L.E.A.D Academy	1,503	236	63	492	2,294
Central	9	564	1	329	903
	11,876	2,621	611	3,789	18,897

21. Analysis of net assets between funds

	Unrestricted funds 2015 £000	Restricted funds 2015 £000	Restricted fixed asset funds 2015 £000	Total funds 2015 £000	As restated total funds 2014 £000
Tangible fixed assets	-	-	24,119	24,119	17,968
Debtors due after more than 1 year	-	18	-	18	-
Current assets	2,684	2,147	37	4,868	3,254
Creditors due within one year	-	(1,249)	-	(1,249)	(1,213)
Creditors due in more than one year	-	(10)	-	(10)	-
Provisions for liabilities and charges	-	(6,983)	-	(6,983)	(4,611)
	2,684	(6,077)	24,156	20,763	15,416

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

22. Net cash flow from operations

	2015 £000	2014 £000
Net incoming resources before revaluations	5,497	10,312
Returns on investments and servicing of finance	(4)	(3)
Transfer from local authority	(6,450)	(9,698)
Depreciation of tangible fixed assets	575	408
Capital grants from DfE	(655)	(527)
Increase in stocks	(28)	(9)
Decrease/(increase) in debtors	10	(902)
Increase in creditors	36	1,051
Inherited defined benefit pension scheme liability	1,815	-
FRS 17 adjustments	407	219
Net cash *inflow from operations*	1,203	851

23. Analysis of cash flows for headings netted in cash flow statement

	2015 £000	2014 £000
Returns on investments and servicing of finance		
Interest received	4	3

	2015 £000	2014 £000
Capital expenditure and financial investment		
Purchase of tangible fixed assets	(1,133)	(796)
Capital grants from DfE	655	527
Net cash outflow capital expenditure	(478)	(269)

	2015 £000	2014 £000
Financing		
Salix funding	12	-

24. Analysis of changes in net funds

	1 September 2014 £000	Cash flow £000	Other non-cash changes £000	31 August 2015 £000
Cash at bank and in hand:	2,327	1,597	-	3,924
Debt:				
Finance leases	-	-	-	-
Debts due within one year	-	(2)	-	(2)
Debts falling due after more than one year	-	(10)	-	(10)
Net funds	2,327	1,585	-	3,912

25. Pension commitments

The Trust'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 both the Nottinghamshire and Leicestershire County Councils. 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.

Contributions amounting to £174,133 were payable to the scheme at 31 August 2015 (2014 - £129,199) and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

25. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge (currently 14.1%);
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- 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 £942,000 (2014: £603,000).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2015 was £848,000, of which employer's contributions totalled £637,000 and employees' contributions totalled £211,000. The agreed contribution rates for future years are 18% for employers and varying rates of 5.5% to 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.

As described in note 28 the LGPS obligation relates to the employees of the Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Trust at the balance sheet date.

25. Pension commitments (continued)

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

	Average expected return at 31 August 2015 %	Fair value at 31 August 2015 £000	Average expected return at 31 August 2014 %	Fair value at 31 August 2014 £000
Equities	5.60	4,822	6.50	3,225
Gilts	5.80	161	-	-
Other bonds	5.60	582	6.20	330
Property	5.60	846	5.40	448
Cash	5.60	226	2.90	160
Other	5.80	196	-	333
Total market value of assets		6,833		4,496
Present value of scheme liabilities		(13,816)		(9,107)
Deficit in the scheme		(6,983)		(4,611)

The amounts recognised in the Balance Sheet are as follows:

	2015 £000	2014 £000
Present value of funded obligations	(13,816)	(9,107)
Fair value of scheme assets	6,833	4,496
Net liability	(6,983)	(4,611)

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

	2015 £000	2014 £000
Current service cost	(912)	(528)
Interest on obligation	(482)	(351)
Expected return on scheme assets	350	195
Total	(1,044)	(684)

25. Pension commitments (continued)

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

	2015 £000	2014 £000
Opening defined benefit obligation	9,107	2,011
Current service cost	912	528
Interest cost	482	351
Contributions by scheme participants	211	120
Actuarial (Gains)/losses	(83)	499
Liabilities extinguished on settlements	-	(147)
Benefits paid	(180)	(15)
Transfer on conversion	3,367	5,760
Closing defined benefit obligation	13,816	9,107

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

	2015 £000	2014 £000
Opening fair value of scheme assets	4,496	942
Expected return on assets	350	195
Actuarial gains and (losses)	(233)	421
Assets distributed on settlements	-	(61)
Contributions by employer	637	379
Contributions by employees	211	120
Benefits paid	(180)	(15)
Transfer on conversion	1,552	2,515
	6,833	4,496

The cumulative amount of actuarial gains and losses recognised in the Statement of Total Recognised Gains and Losses was £159k loss (2014 - £78k loss).

The Trust expects to contribute £609k to its Defined Benefit Pension Scheme in 2016.

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

	2015	2014
Equities	71.00 %	72.00 %
Gilts	2.00 %	- %
Other bonds	9.00 %	13.00 %
Property	12.00 %	11.00 %
Cash	3.00 %	4.00 %
Other	3.00 %	- %

25. Pension commitments (continued)

Nottinghamshire County Council Pension Fund

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

	2015	2014
Discount rate for scheme liabilities	4.00 %	4.00 %
Rate of increase in salaries	4.50 %	4.50 %
Rate of increase for pensions in payment / inflation	2.70 %	2.70 %
Inflation assumption (CPI)	2.70 %	2.70 %

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

	2015	2014
Retiring today		
Males	22.1	22.0
Females	25.2	25.1
Retiring in 20 years		
Males	24.2	24.1
Females	27.6	27.4

Leicestershire County Council Pension Fund

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

	2015	2014
Discount rate for scheme liabilities	3.70 %	3.70 %
Expected return on scheme assets at 31 August	3.70 %	5.50 %
Rate of increase in salaries	4.50 %	4.40 %
Rate of increase for pensions in payment / inflation	2.60 %	2.60 %

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

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

25. Pension commitments (continued)

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

Defined benefit pension schemes

	2015 £000	2014 £000	2013 £000
Defined benefit obligation	(13,816)	(9,107)	(2,011)
Scheme assets	6,833	4,496	942
Deficit	(6,983)	(4,611)	(1,069)
Experience adjustments on scheme assets	(233)	421	42

26. Operating lease commitments

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

	Land and buildings		Other	
	2015 £000	2014 £000	2015 £000	2014 £000
Expiry date:				
Within 1 year	-	-	16	9
Between 2 and 5 years	-	-	21	14

27. Related party transactions

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

During the period the Trust purchased services totalling £Nil (2014: £3,440) from Browne Jacobson LLP (a partnership of which Mr M Blois is a partner). £Nil (2014: £Nil) were outstanding at the year end relating to these tarnsactions.

During the period the Trust received services totalling £56,820 (2014: £5,909) from L.E.A.D Services Limited (a limited company under common control). £Nil (2014: £Nil) were outstanding at the year end relating to these tarnsactions.

In entering into the transactions the trust has complied with the requirements of the EFA's Academies Financial Handbook.

28. Conversion to an academy trust

On 27 November 2014 Jubilee Primary School and Radford Primary School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to L.E.A.D. Multi-Academy Trust from Nottingham City Council for £NIL consideration.

The transfer has been accounted for using the acquisition method. The assets and liabilities transferred were valued at their fair value and recognised in the Balance Sheet under the appropriate headings with a corresponding net amount recognised as net incoming resources in the Statement of Financial Activities as voluntary income.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of Financial Activities.

	Unrestricted funds £000	Restricted funds £000	Restricted fixed asset funds £000	Total funds £000
Tangible fixed assets				
- Freehold/leasehold land and buildings	-	-	3,607	3,607
- Other tangible fixed assets	-	-	100	100
Budget surplus/(deficit) on LA funds	624	-	-	624
LGPS pension surplus/(deficit)	-	(1,418)	-	(1,418)
Net assets/(liabilities)	624	(1,418)	3,707	2,913

The above net assets include £624,000 that were transferred as cash.

29. Transfer to an academy trust

On 1 September 2014 ELITE Academy Trust transferred all operations, assets and liabilities of Glapton Academy to L.E.A.D. Multi-Academy Trust for £NIL consideration :

The transfer has been accounted for using the acquisition method. The assets and liabilities transferred were valued at their fair value and recognised in the Balance Sheet under the appropriate headings with a corresponding net amount recognised as net incoming resources in the Statement of Financial Activities as voluntary income.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of Financial Activities.

	Unrestricted funds £000	Restricted funds £000	Restricted fixed asset funds £000	Total funds £000
Tangible fixed assets	-	-	-	-
- Freehold/leasehold land and buildings	-	-	1,865	1,865
- Other tangible fixed assets	-	-	22	22
Budget surplus/(deficit) on funds	232	-	-	232
LGPS pension surplus/(deficit)	-	(275)	-	(275)
Total	232	(275)	1,887	1,844

The above net assets include £232,000 that were transferred as cash.

30. Ultimate parent undertaking and controlling party

The Trust's ultimate parent and controlling party is L.E.A.D Academy Trust.

31. Members' Liabilities

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

32. Agency arrangements

During the year the Trust collected funds on behalf of staff and pupil to be paid to various charities. In the accounting period the Trust collected £4,663 and disbursed £4,153. An amount of £510 is included in other creditors that is to be paid to various charities.