

**The Rosedale Hewens Academy Trust**  
(A Company Limited by Guarantee)

**Annual Report and Financial Statements**

**Year ended 31 August 2018**

**Company Registration Number:  
07683702 (England and Wales)**

## Contents

	<b>Page</b>
Reference and Administrative Details	
Annual Report of the Academy Board	1
Governance Statement	20
Statement on Regularity, Propriety and Compliance	23
Statement of Trustees' Responsibilities	24
Independent Auditor's Report on the Financial Statements	25
Independent Reporting Accountant's Report on Regularity	28
Statement of Financial Activities (incorporating an Income & Expenditure Account)	30
Balance Sheet	31
Statement of Cash Flows	32
Notes to the Financial Statements, incorporating:	33
Statement of Accounting Policies	
Other Notes to the Financial Statements	

# The Rosedale Hewens Academy Trust

## Reference and Administrative Details

### Company Members:

Beverley Amos  
Clive Neathey  
Niela Bamber

### Academy Board and Senior Management Team:

Trustee (Chair) (appointed 14.11.17)	Marie Ashley
Trustee (Chair) (resigned 14.11.17)	Beverley Amos
Trustee (Vice Chair) (appointed 14.11.17)	Stewart Duguid
Trustee (Chief Executive Officer)	Clive Neathey
Trustee (Chief Operating Officer) (appointed 05.04.18)	Sarah Driscoll
Trustee	Norman Deas
Trustee	Nicole Heard
Trustee (appointed 01.12.18)	Anthony Cohen
Trustee (appointed 01.12.18)	Devard Russell-Jones
Trustee (Executive Officer – Primary Lead)	Jane Ellis
Trustee (Executive Officer – Secondary Lead) (appointed 01.12.18)	Heidi Faure
Trustee (Executive Officer) (resigned 05.04.18)	Ian O'Connor

Clerk	Susan Neave
Company Secretary	Susan Galloway

### Rosedale Primary School Local Advisory Body:

Governor (Co-opted) (Chair)	Gill Bennett
Governor (Headteacher)	Niela Bamber
Governor (Executive Headteacher)	Jane Ellis
Governor (Co-opted)	Debra Smith
Governor (Parent)	Michelle Drummond
Governor (Parent)	Perminder Kaur

### Hewens Primary School Local Advisory Body:

Governor (Co-opted) (Chair)	Maureen Atkinson
Governor (Headteacher Designate) (appointed 15.03.18)	Tameka Hue Hamilton
Governor (Executive Headteacher) (resigned 31.08.17)	Jane Ellis
Governor (Co-opted)	Debra Smith
Governor (Parent) (appointed 31.10.17)	Zainab Jamil
Governor (Parent) (appointed 31.10.17)	Fatima Zaidi
Governor (Parent) (resigned 31.10.17)	Christopher Luff
Governor (Parent) (resigned 31.10.17)	Mandeep Bains

### Brookside Primary School Local Advisory Body:

Governor (Co-opted) (Chair)	Elizabeth Wakling
Governor (Headteacher)	Nicholas Obie
Governor (Executive Headteacher) (resigned 31.08.18)	Jane Ellis
Governor (Co-opted)	Norman Deas
Governor (Parent) (appointed 20.10.17)	Rizwana Karim
Governor (Parent) (appointed 20.10.17)	Mujahid Hamid
Governor (Parent) (resigned 20.10.17)	Zainab Jamil
Governor (Parent) (resigned 20.10.17)	Faizah Ahmed

### Rosedale College Local Advisory Body:

Governor (Co-opted) (Chair)	Marie Ashley
Governor (Principal)	Heidi Faure
Governor (Executive Principal)	Ian O'Connor
Governor (Co-opted)	Norman Deas
Governor (Parent)	Bhavesh Vaja
Governor (Parent)	Sabrina Ghenaiet

# The Rosedale Hewens Academy Trust

## Reference and Administrative Details

### Hewens College Local Advisory Body:

Governor (Co-opted) (Chair) (appointed 21.02.18)	Claudette Hanson
Governor (Co-opted) (Chair) (resigned 14.11.17)	Beverley Amos
Governor (Parent) (Interim Chair) (appointed 14.11.17)	Marie Ashley
Governor (Principal)	Catriona Lund
Governor (Executive Principal) (appointed 01.01.18)	Heidi Faure
Governor (Executive Principal) (resigned 31.12.17)	Ian O'Connor
Governor (Co-opted) (appointed 31.10.17)	Debra Smith
Governor (Co-opted) (resigned 30.11.17)	Peter Curling
Governor (Parent) (appointed 31.10.17)	Zainab Jamil
Governor (Parent) (appointed 05.02.18)	Stewart Reid

### Parkside Studio College Local Advisory Body:

Governor (Co-opted) (Chair)	Nicole Heard
Governor (Principal)	Karina Porter
Governor (Executive Principal) (appointed 01.01.18)	Heidi Faure
Governor (Executive Principal) (resigned 31.12.17)	Ian O'Connor
Governor (Co-opted)	Debra Smith
Governor (Parent) (appointed 01.11.17)	Mark Cowell
Governor (Parent)	Vacancy

### De Salis Studio College Local Advisory Body:

Governor (Co-opted) (Chair) (appointed 26.10.17)	Paras Joshi
Governor (Co-opted) (Interim Chair) (resigned 26.10.17)	Nicole Heard
Governor (Principal) (appointed 01.07.18)	Ros Massey
Governor (Principal) (resigned 30.06.18)	Alison Moore
Governor (Executive Principal) (appointed 01.01.18)	Heidi Faure
Governor (Executive Principal) (resigned 31.12.17)	Ian O'Connor
Governor (Co-opted)	Stewart Duguid
Governor (Parent)	Fiona Ghoumamri
Governor (Parent)	Ali Warsama

<b>Principal and Registered Office:</b>	The Rosedale Hewens Academy Trust Wood End Green Road, Hayes, Middx UB3 2SE
<b>Company Registration Number:</b>	07683702 (England and Wales)
<b>Internal Auditor:</b>	DMC Accounting, Olympic House, Unit 1A Corinium Industrial Estate, Raans Road, Amersham, Buckinghamshire, HP6 6YJ
<b>Independent Auditor:</b>	Kingston Smith LLP The Shipping Building, The Old Vinyl Factory Hayes, Middlesex, UB3 1HA
<b>Bankers:</b>	HSBC Bank, 2 Station Road, Hayes, Middlesex, UB3 4BY
<b>Solicitors:</b>	Clark Holt Commercial Solicitors, Hardwick House, Prospect Place, Swindon, SN1 3LJ

# **The Rosedale Hewens Academy Trust**

## **Annual Report of the Academy Board for the year ended 31 August 2018**

The Rosedale Hewens Academy Trust (thereafter “the Trust”) presents its Annual Report together with Financial Statements and Auditors’ Report for the period 1 September 2017 to 31 August 2018. In so doing, the information serves as a Trustees’ Report (Charity Law) and also as a Directors’ Report (Company Law).

The Trust operates three Primary Schools, two Secondary Colleges and two Studio Colleges in the Hayes, Middlesex catchment area. Its Schools and Colleges have a combined pupil/student capacity of 3540, and had a roll of 2606 in the School Census on October 2017.

### **Constitution, Liabilities, Indemnities and Activities**

#### **Constitution**

The Rosedale Hewens Academy Trust is a company limited by guarantee (thereafter “the Company”), and an exempt charity with charitable status within the meaning of Section 12 of the Academies Act 2010. In common with most other charitable companies, it too has Members. Accordingly, on 27 June 2011, First Members signed the necessary documentation to both establish and register the Company at Companies House.

As signatories to the Memorandum of Association (thereafter “the Memorandum”), First Members also agreed the Articles of Association (thereafter the “Articles”) which include the charitable objects of the Trust. Together the Memorandum and Articles remain the primary documents describing how the Trust is governed. One of the key responsibilities of Members is the ongoing appointment and replacement of Trustees to the Board; also determining the mechanism by which Governors are appointed to each Local Advisory Body (thereafter “the LAB”) at individual schools or colleges. However, for the purposes of company law, Trustees are sometimes referred to as Directors by the Department for Education (thereafter “the DfE”) and the Education and Skills Funding Agency (thereafter “the ESFA”). Even so, for the sake of clarity, the term Director within the vocabulary of the Trust, normally refers to an employee who is a member of the Senior Leadership Team (thereafter “the SLT”) at an individual college.

While Members hold the Board to account in terms of the effective governance, it is the Trustees rather than the Members who are responsible for the leadership, management, administration and general control of the Trust. The Trustees are the key decision-makers, albeit informed by collective feedback from the Governors who serve on each of the LABs.

Through the current Articles, Members can also serve as Trustees and/or Governors. However, the roles of Members, Trustees and Governors are quite distinct, and therefore every effort is made to separate the various tiers of governance so as to avoid potential conflict of interest; something that is nevertheless difficult to achieve within a small Multi-Academy Trust (thereafter “the MAT”). Details of Members, Trustees and Governors who have served throughout the financial year are included in the Reference and Administrative information on pages 1 and 2, with the exception of those noted.

#### **Liabilities and Indemnities**

Each Member of the Trust undertakes to contribute to the assets of the Company in the event of it being wound up while serving as a Member, or within one year after ceasing to be a Member. This contribution will not exceed £10, irrespective of the debts and liabilities contracted prior to cessation of membership.

The Trust provides cover for Members, Trustees and Governors through professional indemnity insurance. This concerns liabilities which arise from acts of neglect, errors and/or omissions, committed in good faith. In addition, the Board has taken out fidelity guarantee insurance to cover losses caused by the dishonesty of any of the above individuals. Both of these policies have maximum insured limits, reviewed on an annual basis, as required by the Companies Act 2006 Section 236.

# The Rosedale Hewens Academy Trust

## Annual Report of the Academy Board for the year ended 31 August 2018

### Activities

The principal object and activity of the Trust is to advance, for the public benefit, education in the United Kingdom by establishing, maintaining, carrying on, managing and developing schools and colleges (thereafter “the Academies”) offering a broad and balanced curriculum. Working in collaboration with the London Borough of Hillingdon, the Trust first allocates places to those children with Special Educational Needs and who have named a specific Academy. All other applicants are offered places according to the criteria set out in each respective Admissions Policy. When applicants exceed the total number of places available for the relevant age group at any Academy, a waiting list is established.

### Organisation and Structure

#### The Company

Within the current Memorandum and Articles, Trustees are appointed by unanimous resolution of the existing Members, who also reserve the automatic right of representation at Board level. Each LAB serves as a standing sub-committee of the Board, operating under a Schedule of Delegation which is annually reviewed and approved by Trustees. Local Governors are appointed to the LAB in accordance with these Articles and together with the SLT, are responsible for the affairs and day-to-day safe operation of the individual Academy.

#### The Board

The Board is the regulatory authority of the Trust and as such is responsible for setting the strategic direction, operational priorities and policy at a corporate level across the group of Academies within the Trust. The Trustees approve a Scheme of Delegation which covers key functions and levels of responsibility for Trustees and local Governors in terms of governance and levels of responsibility for senior staff in terms of leadership and management. In short, the remit of the Board is to provide coherent leadership and management across all of the Academies sponsored by the Trust. It is therefore responsible for allocating resources by approving an annual budget plan, monitoring the use of these resources and making major decisions about the use of capital and revenue by setting the general strategy and direction of travel for the Trust.

The composition of the Board is as follows:

- 3 x Trustees (including one Member) from local corporate business;
- 3 x Trustees (including parents where possible representing each educational phase);
- 3 x Trustees (including the Chief Executive plus two Executive Officers).

#### The Local Advisory Bodies

LABs are responsible for advising and assisting in the formulation of general policies concerned with standards and the quality of teaching. They review and report on the curriculum offered at the respective school with reference to national and local requirements. They monitor and review the progress of pupils/students in terms of academic achievements, attendance, punctuality and behaviour; all benchmarked against local and national performance. The LAB is required to prepare written documents which report on the above, and in so doing consider the next steps and recommendations made by the Principal/Headteacher and respective SLT. Each LAB is required to actively promote the work of its Academy within its local community; responding to external feedback in an effort to continuously improve.

Each LAB is responsible for the affairs of individual Academies, having the following representation:

- **Rosedale Primary School:** 1 x Trustee (drawn from the Executive Group); the Headteacher of the School; 2 x co-opted Governors (drawn from the local community); 2 x additional Governors (drawn from the parent body)
- **Hewens Primary School:** 1 x Trustee (drawn from the Executive Group); the Headteacher of the School; 2 x co-opted Governors (drawn from the local community); 2 x additional Governors (drawn from the parent body)

## The Rosedale Hewens Academy Trust

### Annual Report of the Academy Board for the year ended 31 August 2018

- **Brookside Primary School:** 1 x Trustee (drawn from the Executive Group); the Headteacher of the School; 2 x co-opted Governors (drawn from the local community); 2 x additional Governors (drawn from the parent body)
- **Rosedale College:** 1 x Trustee (drawn from the Executive Group); the Principal of the Academy; 2 x co-opted Governors (drawn from the local community); 2 x additional Governors (drawn from the parent body)
- **Hewens College:** 1 x Trustee (drawn from the Executive Group); the Principal of the Academy; 2 x co-opted Governors (drawn from the local community); 2 x additional Governors (drawn from the parent body)
- **Parkside Studio College:** 1 x Trustee (drawn from the Executive Group); the Principal of the Academy; 2 x co-opted Governors (drawn from the local business community); 2 x additional Governors (drawn from the parent body)
- **De Salis Studio College:** 1 x Trustee (drawn from the Executive Group); the Principal of the Academy; 2 x co-opted Governors (drawn from the local business community); 2 x additional Governors (drawn from the parent body)

During the period under review there were three meetings of the Board and three meetings of each LAB. The Pay Committee also met twice. The training and induction provided for new Trustees and Governors was in part, dependent on individual past experience and the specific skills which they each have brought to the work of the Board. Routinely, by way of induction, the Chair has provided a conducted tour of each of the schools and colleges sponsored by the Trust, focusing on specific issues which relate to the individual Academy visited. Each Governor/Trustee is provided with a programme intended to raise awareness, including issues such as safeguarding, safer recruitment of staff, health and safety, and the educational provision on offer at each Academy. Trustees are deployed to one of three work streams, and then given specific training to assist them in this role. Within this period, there has been a focus on recruiting to the resources work stream where training on financial and legal matters has been prioritised, together with details about charitable status.

Board Meetings are held during the working day when the entire day is given over to Trustees to receive reports and thereby hold each of the individual Academies to account. All Governors and Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents which they need in order to undertake their respective roles. At Academy level, LABs tend to meet late in the afternoon session, receiving ongoing training prior to termly meetings. This too has proved to be extremely valuable.

Trustees continue to make good use of the information held on Trust Governor, a bespoke software package developed for MATs and previously recommended by the DfE. The practice this year has been to post early drafts of documentation to elicit feedback prior to sign off at Board meetings.

#### The Executive Group

The Chief Executive is authorised to incur expenditure within the approved budget without further authorisation from the Board, particularly when making staff appointments. Trustees are actively involved in appointing to the management structure at each Academy. In the primary phase, this includes the appointment of Headteachers and Assistant Headteachers, whilst at secondary phase, this includes Principals, Associate Principals, Vice Principals and Assistant Principals. In the secondary phase, each Assistant Principal is designated as a Director of Teaching and Learning (thereafter “the DTL”). At each Academy, the SLT is responsible for the day-to-day operation of the Academy, in particular organising the teaching staff, facilities and students.

#### Disabled Employees Policy

The Trust’s policy is to give full and fair consideration to applications for employment made by disabled persons, having regard to their particular aptitudes and abilities. Employees who become disabled are retained in existing posts where possible. Procedures relating to training, career development and promotion are adapted to ensure that the employment policies outlined below are fully available equally for disabled and non-disabled employees.

# **The Rosedale Hewens Academy Trust**

## **Annual Report of the Academy Board for the year ended 31 August 2018**

### **Employment Policy**

The Trust depends on the skills and commitment of its employees to perform well. Selection and development procedures are designed to ensure equal opportunities exist for all applicants and employees regardless of gender, marital status, race, age or disability, decisions being based on an individual's aptitude and ability. Employees are kept well informed and encouraged to discuss matters of concern.

### **Arrangements for setting pay**

The Trust continues to exercise its freedoms and flexibilities through its Pay Policies, varying the provisions made both locally and nationally through collective bargaining. During the course of the period in question, there has been harmonisation of pay arrangements for all those who hold posts beyond the teaching workforce.

Across the teaching workforce, the Pay Policy provides a framework which is used when making decisions about teachers' pay on appointment and annually with regard to pay progression. The Pay Committee is always mindful of adjustments made nationally through the School Teachers' Pay and Conditions Document (thereafter "the STPCD") as it applies to maintained schools in England. It uses these recommendations as a benchmark when reviewing pay policies, salary ranges and remuneration annually. As such, employees, through the annual pay review, are encouraged to read its recommendations in conjunction with other policies which regulate the employment of teachers within the Trust, in particular in respect of Performance Management.

Equally, the Pay Policy recognises that the Education Act 2002 (thereafter "the Act") gives the Secretary of State power to issue guidance on pay and condition matters within the state funded independent sector. Accordingly, the Trust pays due regard to this advice when annually reviewing the basis on which each teacher is paid, also bearing in mind the outcome of performance management. The Annual Review is to ensure that Pay Policy continues to reflect the latest legal position. In so doing, the Trust remains confident that all procedures in determining pay are consistent with the principles of public life, namely objectivity, openness and accountability.

Specifically, all pay related decisions are taken in compliance with:

- The Equality Act 2010;
- The Employment Rights Act 1996;
- The Employment Relations Act 1999;
- The Employment Act 2002;
- The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000;
- The Employment Act 2002 (Dispute Resolution) Regulations; and
- The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002.

In adopting the Policy the aim of the Trust is to:

- Maximise the quality of teaching and learning;
- Support each school and college in the implementation of its respective Raising of Achievement Plan (RAP) and any other relevant improvement, development and action plans, in addressing the issues which emerge from routine self-evaluation;
- Support the recruitment and retention of a high quality teacher workforce;
- Recognise and reward teachers appropriately for the contribution they each make at school or college level;

Teachers appointed as leaders and managers are paid on the Trust's Leadership and Management scale. Again, these payments are carefully benchmarked against scales and remuneration published in the STPCD. This is to ensure the Trust is able to retain a competitive edge in recruiting and retaining high quality middle and senior leaders.

The number of learners on roll at each Academy is the determining factor for Principals/Headteachers, Vice Principals, Assistant Principals/Assistant Headteachers and Associate Directors of Teaching and Learning (secondary only), being set by applying the general principles contained within The School Governance



## **The Rosedale Hewens Academy Trust Annual Report of the Academy Board for the year ended 31 August 2018**

(Collaboration) (England) Regulations 2003, as a starting point. This requires a calculation to be made by combining the unit score of each Academy for which overall responsibility is held. When determining pay for Executive Principals/Executive Headteachers, the Pay Committee takes into account all of the permanent responsibilities of the role whilst adjusting salary from time to time to take account of any specific challenges or other considerations.

### **Related Parties and other Connected Charities and Organisations**

Several of the Academies within the Trust have a long history of working in collaboration and cooperation with others. At secondary level, for example, there has for many years been engagement with the local business community. Equally, there has been on-going commitment to provide opportunities for the local community to have access to specialist facilities at different campus sites, particularly in terms of sport, dance and performance. In some instances, these previously designed “extended services” have arisen as part of the Trust’s support for Local Authority initiatives. The Trust continues to develop additional services, including training and extra provision for children and families. This is achieved through a number of companies, including:

- Rosedale College Community Enterprise Limited (thereafter “the RCCEL”) was established in 2008. The Chief Executive of the Trust is registered as a non-salaried Director of RCCEL, which regulates the out-of-hours community use of the Trust’s specialist facilities and assets;
- Little Marvels Nursery Services Limited (thereafter “the LMNSL”), which was established in December 2015, offers Early Years provision on each campus sponsored by the Trust. LMNSL is part funded by the Local Authority and offers nursery provision for under 2’s upwards. It continues to be an important element of the LA’s overall Early Years strategy. The Chief Executive of the Trust is the registered non-salaried Director, and is also registered with Ofsted as a specialist in the Early Years Foundation Stage (thereafter “the EYFS”). This provision is subject to regular Ofsted inspection;
- Rowensbrook Training and Development Limited (thereafter “the RTDL”) was established in March 2017 in order to develop further vocational and occupational training opportunities through the Council for Awards in Care Health and Education (thereafter “the CACHE”). The initial emphasis was on the children’s workforce offering the Early Years Educator (Level 3) this year. The Chief Executive of the Trust is registered as a non-salaried Director of RTDL, with sights set on establishing apprenticeship training as and when feasible;

There are no conflicts regarding pecuniary interests within the make-up of the Board, as Trustees are carefully appointed to avoid such conflict. However, one Trustee has long since provided consultancy services to the Academies and its predecessor schools. Accordingly, the Board has established a transparent Service Level Agreement (thereafter “the SLA”) so that knowledge and experience of the in-house catering operation is not lost. The SLA ensures that all profits made through this in-house operation is returned directly to the Trust for future investment in the catering service. The Board is satisfied that his commitment and expertise continues to offer good value in that he is responsible for keeping the catering operation up-to-date, particularly in terms of legislation and health and safety audits. In his tenure, he has achieved 5 Star ratings from Environment Health when commissioning new catering facilities.

## **Objectives and Activities**

### **Objects and Aims**

The overall aims of the Trust through its Academies and associated enterprises is to offer high quality provision starting with the early years through to university and beyond. The Trust has a fine track record of engaging with other training providers by offering opportunities to school leavers to embark on apprenticeships. The underlying principle of Trust provision is to offer choice and diversity allowing children and young people to develop in accordance with individual aptitudes, abilities and interests. With this in mind, the Trust has established a variety of small settings which in particular allows secondary age students to follow a specialised curriculum having successfully completed the Key Stage 3 (thereafter “KS3”) curriculum.

## **The Rosedale Hewens Academy Trust**

### **Annual Report of the Academy Board for the year ended 31 August 2018**

As such, each secondary provider places particular emphasis on specific areas of the curriculum at Key Stage 4 (thereafter "KS4"). Rosedale College, for example, previously designated as a specialist Technology College, continues to be recognised locally for the priority given to Science, Technology, Engineering and Mathematics (thereafter "STEM"). By contrast, Hewens College, previously designated as a specialist Humanities College, has considerable expertise in History, Geography, Religious Education, Citizenship and Sociology. As an alternative, Parkside Studio College offers specialist pathways in Construction, Media, Hair and Beauty, Catering and Hospitality, Health and Social Care and Sport; whilst De Salis Studio College is a business school offering courses in Accountancy, Computer Science, Law, Psychology, Sociology and Languages for business.

Through its Articles, the Board has adopted a scheme of governance which facilitates this provision, having been approved by the Secretary of State for Education and subsequently underwritten by ESFA. The scheme amongst other things, specifies the basis for admitting pupils and students to each of the Trust's Academies.

The Trust has a coherent vision and ethos, shared across its Academies, which can be summarised as below:

- Raise the standard of educational achievement of all learners;
- Ensure that every child enjoys the same high quality education in terms of resourcing, tuition, safeguarding and care;
- Improve the effectiveness of each Academy by keeping the curriculum and organisational structure under continual review;
- Provide value for money for the funds expended;
- Comply with all appropriate statutory and curriculum requirements;
- Maintain close links with industry and commerce;
- Conduct business in accordance with the highest standards of integrity, probity and openness.

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

The strategic approach of the Trust is captured in its strap line which talks of 'Success through Collaboration'. In so doing, it recognises that a great deal of social capital can be accumulated by drawing on the expertise and capacity of other established education providers, stakeholders and those in the wider community. In this, the Trust emphasises the importance of local business links, which historically have offered students of all abilities the opportunities to acquire the 'work-ready' attitudes, skills and abilities which will give them an edge in the job market. The long term objective of the Trust is to develop young people who have the skills and abilities to work flexibly with agility in organisations, thus improving the economic prospects of the local community. These additional activities place 'students at the heart' of the strategy and are characterised by:

- Improvement in the achievement and the aspiration of children and young people through the expansion of the primary phase using vehicles such as academy conversion and free schools;
- Wide ranging and innovative learning opportunities for young people and the wider community through the development for studio school provision and other work place programmes;
- Developing strong and meaningful links with business in line with the Academy specialisms;
- A programme of extended school and life long learning activities for students and the community;
  
- A supportive and developmental ethos based values and standards to guide and develop the 'whole person' and address the every child matters agenda;
- Development opportunities for all staff.

#### **Public Benefit**

The principal object and activity of the Trust is to advance, for the public benefit, education in the United Kingdom by establishing, maintaining, carrying on, managing and developing the Academies, offering a broad and balanced curriculum. The Trustees confirm they have referred to the guidance contained in the Charity Commission's general guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)' when reviewing the Trust's aims and objectives.

# The Rosedale Hewens Academy Trust

## Annual Report of the Academy Board for the year ended 31 August 2018

### Strategic Report

#### Achievements and Performance including key performance indicators

##### Rosedale Primary School

As a relatively new school, Rosedale Primary was inspected by Ofsted and rated to be 'good'. Although it originally opened in temporary buildings, the School is now well established in purpose built accommodation provided through Local Authority expansion funding. Impressive new buildings, designed and constructed to the very highest specification, help make the School a popular choice for parents. Indeed, it reached capacity in 2017/2018 up to Year 6 and now has a waiting list for most year groups.

From the outset, Rosedale Primary has proved to be a happy, caring and successful school, where children do well. The School serves a diverse community drawing children from areas of the Borough which are known to have pockets of severe deprivation. As such, in many areas of the curriculum, there is great challenge in overcoming barriers to learning. As pupils enter KS2, the academic targets are set to ensure that all make progress, at least in line with expectation. Indeed, recently Rosedale Primary School was named by Trinity News Group as being ranked number 8 in the London Borough of Hillingdon regarding the top 10 performing schools according to pupil progress. This is quite an exceptional achievement given that the School has only recently reached steady state. Within these rankings, there is exceptionally strong progress scores in writing and mathematics. The School was ranked number 2 in the Hillingdon league tables for children's progress in writing.

In 2018, the School continued to perform well above local and national averages in terms of EYFS and Key Stage 1 (thereafter "KS1"). The School is currently gaining accreditation through the Leading Parent Partnership Award.

##### Key Stage 2

Indicators	Validated 2018	Local Authority Average	National Average (England)
Progress Score Reading	<b>+0.4</b>	Validated data available January 2019	
Progress Score Writing	<b>+2.9</b>		
Progress Score Mathematics	<b>+2.6</b>		
Reading, Writing and Mathematics	<b>59%</b>	66%	64%
Average Scale Score Reading	<b>103</b>	105	105
Average Scale Score Mathematics	<b>105</b>	106	104

##### Hewens Primary School

Hewens Primary opened in September 2013 as a brand new 2 form entry free school for children between 3 and 11 years of age. From the outset, it was judged by Ofsted to be a 'good' school and acknowledged as a popular choice with families within the catchment and beyond.

The School is guided by the principles, values and policies, which have delivered success for learners consistently across the entire Trust. Being smaller than many local schools, staff are well placed to actively engage parents, guardians and carers in order to carefully plan each child's learning journey. In establishing the School, the Trust worked closely with both the DfE and ESFA.

In monitoring the quality of teaching and learning, together with the progress of pupils, there can be no doubt that the School is now well established. Outcomes in 2018 put the School in the top 4% in the country for its phonics results, in addition to KS2 progress scores which saw the School literally top the performance tables in the London Borough of Hillingdon for writing. The School performs above national and local averages for combined progress in reading, writing and mathematics at both the expected standard and higher standard. The School pursuing further accreditation for the Leading Parent Partnership Award.

**The Rosedale Hewens Academy Trust  
Annual Report of the Academy Board for the year ended 31 August 2018**

**Key Stage 2**

Indicators	Validated 2018	Local Authority Average	National Average (England)
Progress Score Reading	<b>-0.4</b>	Validated data available January 2019	
Progress Score Writing	<b>+3.3</b>		
Progress Score Mathematics	<b>0.4</b>		
Reading, Writing and Mathematics	<b>70%</b>	66%	64%
Average Scale Score Reading	<b>104</b>	105	105
Average Scale Score Mathematics	<b>104</b>	106	104

**Brookside Primary School**

Since leaving authority control, Brookside Primary School has made significant progress. Above all else, there is now evidence of a strong learning culture, high expectations and a positive ethos. Pupils respond well, apply themselves in terms of their learning and thrive.

Under new leadership and following a programme of focused school improvement support, the School achieved its best ever outcomes in 2018 with 75% of children in KS2 achieving the expected standard in reading, writing and mathematics. Outcomes for EYFS and KS1 were also significantly above national and local averages. With the same staff team in place for this academic year, progress data from the School supports its predictions that it will build on this success even further. As well as making great strides in its academic journey, the School is working hard to develop its community links and raise its profile in the local area. It is currently in the process of gaining re-accreditation in respect of the Leading Parent Partnership Award.

**Key Stage 2**

Indicators	Validated 2018	Local Authority Average	National Average (England)
Progress Score Reading	<b>+0.2</b>	Validated data available January 2019	
Progress Score Writing	<b>+2</b>		
Progress Score Mathematics	<b>+1.4</b>		
Reading, Writing and Mathematics	<b>75%</b>	66%	64%
Average Scale Score Reading	<b>104</b>	105	105
Average Scale Score Mathematics	<b>105</b>	106	104

**Rosedale College**

A highly successful College committed to providing a learning experience which is rich, varied and responsive to the ambitions and aspirations of students. Because learners consistently out-perform all expectations based on prior attainment, the College was ranked in 2017 amongst the top 5% of schools nationally as a measure of student progress.

The College offers an outstanding curriculum, tailored and personalised to meet the needs of individual. The programme is enriched by extensive catch-up, booster and master class sessions, which ensure that every child is able to reach full potential. Rosedale continues to have an enviable reputation both locally and nationally, being at the forefront of much innovation including national pilots.

Beyond Government league tables, the proven track record of Rosedale College has also been highlighted by local media. Certainly, a Parent's Guide, previously published by the Uxbridge Gazette, named Rosedale College as the first choice for parents in the London Borough of Hillingdon in 2017. It also confirmed Rosedale as amongst the top five schools pan London, resulting in the College becoming significantly over-subscribed in 2016/17, which has continued into the 2017/2018 academic year.

Obviously, progress at KS3 remains a Key Performance Indicator (thereafter "KPI"), allowing highly ambitious targets to be set and achieved by the end of KS4. The College's reputation as a high performing secondary

## The Rosedale Hewens Academy Trust Annual Report of the Academy Board for the year ended 31 August 2018

provider guarantees that students will regularly exceed all expectations in terms of progress at the point of completing KS2 compared with GCSE outcomes at the end of KS4. Once again, this year, the College celebrated excellent GCSE results in 2018 with a +0.53 progress score. This indicates that, on average, Rosedale students achieve a grade in each subject which is better than the average student in the average school.

At Post 16, 98% of students go on to further education or employment, leaving the College with secure passes in their subjects. Due to the outstanding progress that students make at KS4, the College has a mammoth task to be able to maintain this at Post 16. Even so, a three year plan was put into place at the beginning of the academic year to ensure that the highest levels of progress are achieved by all. In monitoring progress against the plan, there can be no doubt that students are on target. The College has also been awarded 'Flagship Status' as an Inclusion Quality Mark school and is currently undertaking accreditation for the Leading Parent Partnership Award.

### GCSE Examination performance Unvalidated 2018

	2018 DfE Provisional	2018 Unvalidated data	Hillingdon 2018	England all schools 2018
All students	89	85	3071	585377
Attainment 8 (all students)	45.89	48.0	47.5	44.3
Strong pass (grade 5 or above) in English and Mathematics (all students)	39.33%	41.2%	47.4%	43%
Standard pass (grade 4 or above) in English and Mathematics (all students)	64%	67.1%	66.8%	63.9%
Strong pass (grade 5 or above) in English Baccalaureate qualifications (all students)	13%	14.1%	24%	21.3%
Standard pass (grade 4 or above) in English Baccalaureate qualifications (all students)	11.5%	22.4%	27.2%	23.7%
<b>Progress 8 score</b>	0.38	0.53	0.14	-0.02
Progress 8 score by English	0.33	0.54	tbc	tbc
Progress 8 score by Mathematics	0.43	0.62	tbc	tbc
Progress 8 score by English Baccalaureate slots	0.32	0.5	tbc	tbc
Progress 8 open element	0.30	0.48	tbc	tbc
<b>Attainment 8 score</b>	45.89	48.0	47.5	44.3
Attainment 8 score by English	9.92	10.4	tbc	tbc
Attainment 8 score by Mathematics	8.88	9.29	tbc	tbc

Validated data available January 2018

### Post 16 A Level Results

Indicators	Validated 2017	Unvalidated 2018	Hillingdon 2017	England all schools 2017
Progress	-0.8	-0.46	n/a	0.00
Grade and Points for best 3 A Levels	C- 25.15	C- 27.71	C+ 33.01	B- 35.12

# The Rosedale Hewens Academy Trust

## Annual Report of the Academy Board for the year ended 31 August 2018

### Hewens College

Acknowledged by SSAT (2017) as being amongst the top 20% of schools nationally in terms of the progress made by students, Hewens College has seen further improvement in 2017/18 with a strong increase in progress and attainment at GCSE, and a continuation of good outcomes at Post 16. Performance data held within the College confirms that they are on target to continue this upward trajectory in the new academic year. The College is currently undertaking accreditation for the Leading Parent Partnership Award.

#### GCSE Examination performance Unvalidated 2018

	2018 DfE Provisional	2018 Unvalidated data	Hillingdon 2018	England all schools 2018
All students	44	41	3071	585377
Attainment 8 (all students)	30.6	33.9	47.5	44.3
Strong pass (grade 5 or above) in English and Mathematics (all students)	25%	28.2%	47.4%	43%
Standard pass (grade 4 or above) in English and Mathematics (all students)	36%	41%	66.8%	63.9%
Strong pass (grade 5 or above) in English Baccalaureate qualifications (all students)	7%	8%	24%	21.3%
Standard pass (grade 4 or above) in English Baccalaureate qualifications (all students)	11%	12%	27.2%	23.7%
<b>Progress 8 score</b>	-0.35	-0.35	0.14	-0.02
Progress 8 score by English	-0.73	-0.73	tbc	tbc
Progress 8 score by Mathematics	-0.48	-0.48	tbc	tbc
Progress 8 score by English Baccalaureate slots	-0.24	-0.24	tbc	tbc
Progress 8 open element	-0.5	-0.5	tbc	tbc
<b>Attainment 8 score</b>	30.6	33.9	47.5	44.3
Attainment 8 score by English	6.23	6.23	tbc	tbc
Attainment 8 score by Mathematics	5.64	5.64	tbc	tbc

#### Post 16 A Level Results

Indicators	Validated 2017	Unvalidated 2018	Hillingdon 2017	England all schools 2017
Progress	-0.39	-0.59	n/a	0.00
Grade and Points for best 3 A Levels	C- 25.33	C- 31.11	C+ 33.01	B- 35.12

### Parkside Studio College

Parkside Studio College was the first of its kind in the area, providing 13-19 learning experiences which meet the needs of young people of all abilities. It is particularly suited to those young people who enjoy a more hands on practical approach to learning, delivered through a personalised curriculum which suits their specific skills and interests. Parkside provides an alternative approach to learning which is based on the Studio School model.

The core subjects are taught alongside vocational pathways in the state of the art facilities. Progress of its students is a main focus at Parkside where each student has an individual plan for improvement. There is a rigorous approach to learning and achievement which means that the College will achieve improved outcomes at the end of the year.

## The Rosedale Hewens Academy Trust Annual Report of the Academy Board for the year ended 31 August 2018

Parkside remains a successful College with a 100% pass rate in specialist vocational subjects. It benefits from strong links with local employers and offers a 13-19 curriculum which is second to none. Building on this success, the Trust anticipates further improvement in progress and attainment in 2018/19. The College is currently undertaking accreditation for the Leading Parent Partnership Award.

### Examination performance Unvalidated 2018

	2018 DfE Provisional	2018 Unvalidated data	Hillingdon 2018	England all schools 2018
All students	26	16	3071	585377
Attainment 8 (all students)	16.8	20.3	47.5	44.3
Strong pass (grade 5 or above) in English and Mathematics (all students)	0%	0%	47.4%	43%
Standard pass (grade 4 or above) in English and Mathematics (all students)	12%	15%	66.8%	63.9%
Strong pass (grade 5 or above) in English Baccalaureate qualifications (all students)	N/A	N/A	24%	21.3%
Standard pass (grade 4 or above) in English Baccalaureate qualifications (all students)	N/A	N/A	27.2%	23.7%
<b>Progress 8 score</b>	-1.06	-1.13	0.14	-0.02
Progress 8 score by English	-1.45	-1.22	tbc	tbc
Progress 8 score by Mathematics	-0.65	-0.47	tbc	tbc
Progress 8 score by English Baccalaureate slots	<b>Studio Schools are exempted from the EBacc measure</b>		tbc	tbc
Progress 8 open element	-0.8	-0.89	tbc	tbc
<b>Attainment 8 score</b>	16.8	20.3	47.5	44.3
Attainment 8 score by English	3.38	3.38	tbc	tbc
Attainment 8 score by Mathematics	3.62	3.62	tbc	tbc
Attainment 8 score Vocational	4.84	7.28	tbc	tbc

### Post 16 Applied General Qualification

Indicators	Validated 2017	Unvalidated 2018	Hillingdon 2017	England all schools 2017
Progress	SUPP	SUPP	n/a	0.00
Grade and Points for best 3 A Levels	NE	E 15.2	C+ 33.01	B- 35.12

### De Salis Studio College

Judged by Ofsted as outstanding in February 2017, De Salis Studio College is a unique specialist business College for 13 to 19 year olds. Offering an innovative curriculum which combines high quality teaching and learning with well-structured project based activities, learning goes beyond the classroom and into the wider business community.

Students at De Salis not only continue to gain qualifications in traditional core subjects, such as English, Mathematics and Science, but also in a broad range of other subjects which provide them with valuable skills in business and commerce. Teaching and learning remains at the heart of De Salis where the combination of academic and vocational learning with work placements complement students' individual learning pathways and career aspirations.

## The Rosedale Hewens Academy Trust Annual Report of the Academy Board for the year ended 31 August 2018

The College's reputation as a high performing secondary provider guarantees that students will regularly exceed all expectations in terms of progress. Again this year, examination outcomes at De Salis demonstrate high levels of attainment with 78.6% of students gaining five grades at 9-4 including English and mathematics (compared to the national average of 63.9%) and an Attainment 8 score of 48.5 (compared to 44.6 national average).

The College is committed to the learning of its students and the courses that students were accredited in may not all have appeared in the league tables 2018 i.e. Law. However there was 100% pass rate at grade C and above. The College is currently undertaking accreditation for the Leading Parent Partnership Award.

### GCSE Examination performance Unvalidated 2018

	2018 DfE Provisional	2018 Unvalidated data	Hillingdon 2018	England all schools 2018
All students	16	15	3071	585377
Attainment 8 (all students)	42.5	48.5	47.5	44.3
Strong pass (grade 5 or above) in English and Mathematics (all students)	56.3%	64.3%	47.4%	43%
Standard pass (grade 4 or above) in English and Mathematics (all students)	69%	78.6%	66.8%	63.9%
Strong pass (grade 5 or above) in English Baccalaureate qualifications (all students)	N/A	N/A	24%	21.3%
Standard pass (grade 4 or above) in English Baccalaureate qualifications (all students)	N/A	N/A	27.2%	23.7%
<b>Progress 8 score</b>	-0.59	-0.18	0.14	-0.02
Progress 8 score by English	0.19	1.01	tbc	tbc
Progress 8 score by Mathematics	-0.33	0.33	tbc	tbc
Progress 8 score by English Baccalaureate slots	<b>Studio Schools are exempted from the EBacc measure</b>		tbc	tbc
Progress 8 open element	-0.36	0.34	tbc	tbc
<b>Attainment 8 score</b>	42.5	48.5	47.5	44.3
Attainment 8 score by English	10.63	11.1	tbc	tbc
Attainment 8 score by Mathematics	9	9	tbc	tbc

### Post 16 A Level Results

Indicators	Validated 2017	Unvalidated 2018	Hillingdon 2017	England all schools 2017
Progress	-0.3	-0.5	n/a	0.00
Grade and Points for best 3 A Levels	C 28.52	D- 18	C+ 33.01	B- 35.12

## Going Concern

After making appropriate enquiries with the Local Authority, given its responsibility for planning schools places, the Trust remains confident that it will be in a position to draw down adequate resources into the foreseeable future. For this reason the Trust continues to prepare its financial statements on a going concern basis. Further details of this can be found in the Statement of Accounting Policies.



# **The Rosedale Hewens Academy Trust**

## **Annual Report of the Academy Board for the year ended 31 August 2018**

### **Financial Review**

As in previous reporting periods, the Trust continues to obtain the majority of its income from the ESFA in the form of grants, some of which are restricted to particular purposes. The grants received from the DfE and other government bodies during the year ended 31 August 2018 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The Trust also receives grants for fixed assets from the ESFA. In accordance with the Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP (FRS 102)), such grants are shown in the statement of financial activities as restricted income within the fixed assets fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful economic life of the assets concerned.

During the year ended 31 August 2018, total expenditure of £17,112k was met by grant funding from the ESFA and other government bodies together with other incoming resources. Total incoming resources for the year of £17,261k. Total net surplus for the year ended 31<sup>st</sup> August 2018 was £149k, before actuarial gains and losses, which reflects the planned investment of accumulated funds brought forward into the Schools in the form of refurbishments and improvement works.

Our combined pension liability, valued in line with FRS 102, although continuing to cause concern for The Rosedale Hewens Academy Trust, as it does with all other academies in the UK has seen the deficit of £2,379k reduce by £291k in 2017/18 with a new liability of £2,088k. This is based on the assumptions, market forces, reliance's and limitations by Hymans Robertson LLP and documented in the Actuarial Valuation. The Trust continues to make contributions to the Scheme in accordance with the Scheme's strategy to fund the deficit over a period of 20 years. The Trust currently pays 24.5% employers superannuation per employee paying into the scheme.

### **Reserves Policy**

The Trust has a strong local presence offering high quality educational provision from Early Years to apprenticeships and adult education. It has a fine reputation built entirely on its demonstrable capacity to deliver educational transformation in the Schools and Colleges which it sponsors. As such, there is an imperative to build and maintain a healthy level of reserves in order to safeguard the delivery of new provision which relies on the timescales and processes of other external organisations. As such, the Board regularly reviews the level of reserves held by the Trust, factoring this in to its annual budget planning process. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Board determines what the level of free reserves should be with an aim to ensure that there are sufficient funds in place to cover any delays between spending and receipt of grants. In short, the reserves cushion the Company in terms of cash flow and also allows the Board to address any unforeseen emergencies which might arise from the urgent maintenance of aging buildings previously designated as life expired.

The Trust is responsible for the maintenance and development of estates over three separate campus sites; buildings which vary enormously in terms of age, condition and suitability. At each campus site there is evidence of phased expansion over decades, clearly highlighted by changes in architectural style, use of materials and building technologies adopted in the construction of different teaching blocks. At the Hewens

campus, for example, much of the accommodation dates from the original 1948 build with other teaching blocks having been added in the 1960's, 1980's and 1990's. A significant portion of the site has now been totally remodeled with a combination of EFA funding, sponsorship and other surpluses. The remainder of the site however, is in poor condition due to the absence of planned maintenance over many decades. The Trust, in assuming responsibility for the campus, has invested heavily in mainly infrastructure projects including a boiler and heating plant replacement programme, window and door replacement programme, roof replacement programme and the complete upgrade of all incoming services and utilities. Even so, there is much to be done if

## **The Rosedale Hewens Academy Trust**

### **Annual Report of the Academy Board for the year ended 31 August 2018**

the mechanical and electrical installation is to be bought up to date across the whole campus. Beyond this, there are other priorities which arise from proposed changes in the curriculum and the need for a general upgrade in terms of toilet facilities, foyers, stairwells and circulation areas. Some of the site is not DDA compliant in terms of accessibility. All of the above work is essential if the campus is to become an attractive and meaningful option for local families. Like all of the Trust's estate, no investment was made by the LA or others when Building Schools for the Future funding was available.

Hewens Campus (Hewens College, Hewens Primary School and De Salis Studio College):

- Refurbishment of the Post 16 Centre (Hewens College) – completed
- Boiler plant renewal and replacement programme (Hewens College) – completed
- Gymnasium and changing rooms (Hewens College) – completed
- Fit out of kitchen (Hewens Primary) - completed
- Upgrade of fire alarm system (Hewens Primary School) - completed
- Refurbishment of the stairwells and circulation areas (Hewens College) – completed
- Refurbishment of the main toilet facilities and changing rooms (Hewens College) – completed
- Refurbishment of science and technology specialist rooms (Hewens College) – in planning
- Refurbishment of ICT specialist teaching rooms (Hewens College) - in planning
- Upgrade of the electrical and mechanical installation (Hewens College) – in planning
- Re-modelling of foyer and reception areas (Hewens College)
- Installation of electronic gates (campus)
- Window and door replacement programme (Hewens College)
- Complete replacement of the CCTV installation (campus)
- Floodlit Multi Use Games Area (De Salis)
- Traffic calming measures to protect fire evacuation doors (campus)
- Creation of a practical learning hub – art, music and technology (Hewens Primary)
- Installation of lift and upgrade of adjacent cloakroom area (Hewens Primary)

Rosedale campus too has an assortment of teaching blocks which vary in terms of age, condition and suitability. The main classroom stock is located in the original grammar school building which dates from 1955. This accommodation was deemed to be life expired some 10 years ago given that the classrooms are undersize and no longer fit for purpose. The general structural elements of the building are defective, requiring constant attention in terms of repair and maintenance. The building is not DDA compliant in terms of accessibility and has many problems in terms of the mechanical and electrical installation. This block also requires a total window and door replacement programme.

Two further buildings were added approximately 10 years ago housing Science, Technology, Engineering, Mathematics and Information Technology. This building now requires a light decorative refresh although there are some endurance issues regarding levels of heating in one of the buildings. The campus has reasonable sports facilities which date from the same period but now require further investment in order to replace worn out playing surfaces. There is considerable work to be done to bring the entire site up to a common standard.

The Trust has undertaken significant capital projects on campus focusing on measures to keep the buildings wind and water tight. Roof repairs, boiler replacement and general refurbishment has improved the situation. Many of the buildings have also been over-clad to extend life cycle. Flexibility in the use of the site is offered in the sense that some temporary buildings have been retained post construction. However, there is now a pressing need to replace the main teaching block as significant areas of the curriculum are now impoverished.

By contrast, Rosedale Primary School is a purpose built 2-form entry primary school which was funded through the Local Authority Primary Expansion Programme. The standard of accommodation is good although there remains a number of accommodation issues which have arisen as a result of value engineering measures which

## **The Rosedale Hewens Academy Trust**

### **Annual Report of the Academy Board for the year ended 31 August 2018**

were deemed necessary at the time. These outstanding matters now need to be addressed as the school reaches full capacity.

All of the above work will need to be addressed once priorities have been established given the number of competing interests on site.

Rosedale Campus (Rosedale College, Rosedale Primary School and Parkside Studio College):

- Refurbishment of the library (Rosedale College) - completed
- Completion of the hair and beauty suite (Parkside) – completed
- Upgrading ICT infrastructure (campus) – completed
- Completion of creative media and broadcasting centre (Parkside) – completed
- Installation of retractable seating for the main hall (Rosedale Primary) – completed
- Replacement of the shock pad and synthetic turf surface and running track (Rosedale College) – in planning
- Upgrade of CCTV installation (campus) – in planning
- Refurbishment of the kitchen and dining area (Rosedale College)
- Installation of electronic gates (campus)
- Re-modelling of ground floor accommodation to provide a Performing Arts studio (Parkside Studio College)
- Provision of science laboratories (2 in number) and preparation room (Parkside Studio College)
- Installation of floodlights to the Multi Use Games Area (Rosedale Primary)
- Fitting out of special needs hygiene room (Rosedale Primary)
- Rebuilding the Main Teaching Block – East Building (Rosedale College)

At Brookside, the main teaching accommodation is housed in a concrete prefabricated single storey structure laid out on a grid system. There is also a new teaching block which was built in 2011/12 to provide for Year 5 and Year 6 pupils. Although much of the outside space has been improved, there are no adequate sports facilities, particularly for older pupils. Investment has been made in replacement roof coverings, ICT infrastructure, toilet refurbishment and outdoor play spaces for the Early Years Foundation Stage. A new CCTV monitoring system has also been installed given the location of the school and prevailing factors within the local community. Funding notionally agreed on conversion to academy status has not been forthcoming, hence the backlog of issues yet to be addressed.

Brookside Primary Campus:

- Re-modelling of hall spaces to improve dining – completed
- Complete replacement of CCTV solution - completed
- Installation of a floodlit Multi Use Games Area – in planning
- Re-modelling of the reception area to improve security

With all of the above in mind, the Trust will allocate funding to some but not all of the projects identified above in accordance with health and safety priorities and curriculum development. In some instances the projects listed will need to be completed in the absence of further ESFA funding.

As at 31 August 2018 the Trust Balance Sheet had total funds of £86,428k. This comprises: restricted fixed assets fund of £78,014k (being £77,712 fixed assets plus £302k capital funds unspent as at 31<sup>st</sup> August 2018. Restricted funds £5,193k (being £7,281k restricted general reserve less £2,088k restricted pensions deficit) and unrestricted fund of £3,221k.

# **The Rosedale Hewens Academy Trust**

## **Annual Report of the Academy Board for the year ended 31 August 2018**

### **Investment Policy**

Under the Articles of Association, the Trust has the power to invest any funds not immediately required for the furtherance of its charitable objects while ensuring that due regard is made to ensure that any investments are prudent and suitable to its needs. The Trust maximises available interest income through the use of deposit accounts.

### **Principal Risks and Uncertainties**

In accordance with the Companies Act 2006, the Trust is required to demonstrate how it identifies and mitigates any potential risk or uncertainties that might otherwise threaten its ability to continue in operational existence. To address this requirement the Trust has established a risk management process which operates at both a high level to review the overall business of the Trust and also in terms of individual developmental projects. This follows the traditional orthodoxy found elsewhere in project management using the principles of an overall Risk Register and interim red-amber-green ("RAG") rated update reports.

Principal risks and uncertainties identified are as follows:

- De Salis Studio College - The recruitment of students to the College has not met expectations meaning that the funding available is extremely limited when set against the aspirations of the Trust. This has mainly been due to the lack of permanent buildings which were finally handed over in April 17. Whilst the project is all but complete, there are nevertheless specific facilities in abeyance whilst additional funding streams are found. Even so, the LAB will now turn its attention to an active marketing strategy with the prospect of organising special events to show case the provision and thus draw young people in. The public examination results were again impressive.
- Parkside Studio College – Whilst the College remains popular with many students already attending secondary schools within the Trust, there has been little uptake by students in secondary schools elsewhere. Part of this is due to the image of vocational subjects which seems to assume that the provision is only suitable for lower ability students or those who have not been able to make a success in other local schools. In consequence, there is considerable turbulence within the College given that many students have been placed, in year, as a result of managed moves and fair access panels. Although significant progress has been made in terms of examination outcomes in 2016/17, there is still much work to be done to sustain this upward trajectory. Meanwhile, the College continues to refresh its own marketing strategy so that the aims and objectives of Parkside are better understood by the Local Authority and other secondary providers. Accordingly, the LAB has been tasked to review the curriculum offer and ensure that vocational pathways offer progression routes Post 16.
- Recruitment of teachers – There can be no doubt that there is a growing crisis within the teaching profession regarding the recruitment and retention of high quality teachers. This has been widely reported, resulting in various initiatives by the Government to recruit mathematics and science specialists in particular. As previously reported, the Board identified this as a major risk and took early steps to recruit teachers from overseas. This has proved to be extremely successful with the vast majority of these individuals having achieved qualified teacher status. The Trust continues to recruit good graduates as teaching and learning associates/teaching partners offering training and support to those who wish to become qualified teachers through the assessment only route. Active succession planning is in place.

### **Financial Risk Management Objectives and Policies**

The Trust is exposed to minimal financial risk as its assets consist mainly of funds held with banks while other assets and liabilities are generally small in comparison. Our main objective is to ensure that the Trust has an effective budget and monitoring system in place to ensure that there are sufficient funds to meet our key objectives. The Trust receives professional advice in respect of its defined benefit pension deficit to ensure that this is reduced over time.

## Plans for Future Periods

The strategic mission of The Rosedale Hewens Academy Trust remains unchanged in that its declared purpose is to secure high quality educational provision in Hayes and the adjoining areas. Unlike other multi academy trusts, there is no interest in or appetite for the acquisition of a string of academies across a wide geographical area in that the principles on which the Trust was founded are to increase the choice and diversity of provision for local families. There are ongoing developments in all areas of work from pre-school to apprenticeships and training. With this in mind, the Board has established a tradition of evaluating all of the services it provides and using this feedback to determine where potential and future gaps may exist. To triangulate this evidence base, the Trust makes good use of demographic data and other information from a variety of sources, much of which is held by the Local Authority. In the period 2017-18, the Trust will continue to reconfigure its school estate to reflect changing priorities highlighted at local and national levels. In order to consolidate these developments, there will be an ongoing focus on Early Years provision and alternative pathways for 14 to 19 year olds.

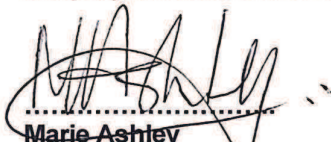
## Auditor

In so far as the Trustees are aware:

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

The auditors, Kingston Smith LLP, are deemed to be reappointed under section 487 (2) of the Companies Act 2006.

The Trustees' report, incorporating a strategic report, was approved by order of the members of the Board, as the company directors, on 20 December 2018 and signed on the Board's behalf by:



Marie Ashley  
Chairman of the Board

Dated: 20 December 2018

# The Rosedale Hewens Academy Trust

## Governance Statement for the year ended 31 August 2018

### Scope of Responsibility

As a central government public body, The Rosedale Hewens Academy Trust is required to provide assurance that it is appropriately managed in terms of controlling the resources for which it is responsible.

The Board acknowledges that it has overall responsibility for maintaining an effective and appropriate system of control, financial and otherwise. With that said, any such system can only be designed to manage rather than eliminate the risk of failure in relation to the Trust's declared business objectives. In this sense, the scope of responsibility is to provide reasonable rather than absolute assurance against material misstatement or loss.

The Trust has delegated 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. These requirements and responsibilities are assigned through the funding agreement between The Rosedale Hewens Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board any material weaknesses or breakdowns in internal control.

### Governance

The information provided below supplements that described in the Report of the Academy Board and in the Statement of Responsibilities. The Board met formally each term with the attendance at each of the three meetings as follows:-

<b>Governor</b>	<b>Meetings Attended</b>	<b>Out of a possible</b>
M. Ashley	3	3
B. Amos	1	3
S. Duguid	2	3
C. Neathey	3	3
N. Deas	2	3
N. Heard	1	3
J. Ellis	3	3
I. O'Connor	1	3

Following an external review of local governance in 2016, significant changes were made to the membership of the LABs. This included the appointment of new community governors and the election of parent governors. A significant effort was made to ensure that new governors were properly inducted and had access to an on-going training programme, particularly in the primary phase. New terms of reference were issued to accompany the existing scheme of delegation, clearly setting out the responsibilities of individuals and groups at different levels of governance. Further feedback from Ofsted inspections suggested that whilst the governance structure was sound, the quality of governance at LAB level was variable depending on the engagement, experience and commitment of the individuals concerned. The Board has made a commitment to carry out a route and branch review in the new academic year.

### Review of Value for Money

As Accounting Officer, the Chief Executive has responsibility for ensuring that the 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 tax payer 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 where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer for the Trust has delivered improved value for money during the year by:

1. Use of resources to achieve outstanding examination results as outlined in the Trustee's section above, by enhancing and improving aspects of learning for all schools by setting up an interschool curriculum timetable in order for each school to obtain the expertise of subject specialists. This has enabled deployment of staff efficiently to support and target areas of the curriculum in need of development and also incorporates SEN specialist provision across both the primary and secondary phases within the Trust together with a Children and Families Officer and Counsellor;

## **The Rosedale Hewens Academy Trust Governance Statement for the year ended 31 August 2018**

2. Continued savings of £39K per annum on its tender for photocopiers and printers trust wide;
3. Savings on tendering of a new telephone system which interlinked between all three campuses. This ensured all internal calls across the Trust were free between the three campuses making considerable savings on telephone calls;
4. Continued use of an ICT managed service which covers all seven schools across three campuses. This contract made a saving of £37K per annum when benchmarked against the pre-managed service ICT salaries for each campus;
5. A Trust paper analysis was carried out in the financial year with a saving of over £6k per annum.

### **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 The Rosedale Hewens Academy Trust for the year ended 31 August 2018 and up to the date of approval of the Annual Report and Financial Statements.

### **Capacity to Handle Risk**

The Board 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 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 ended 31 August 2018 and up to the date of approval of the Annual Report and Financial Statements. This process is regularly reviewed by the Board.

### **The Risk and Control Framework**

The Trust 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;
- 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;
- clarifying the responsibility of the Senior Leadership Teams to implement the Board's policies and to identify and evaluate risks for consideration;
- ensuring that employees understand that they have responsibility for internal control as part of their accountability for achieving objectives;
- embedding the control system in the Trust's operations so that it becomes part of the culture of the Trust;
- developed systems to respond quickly to evolving risks arising from factors within the Trust and to changes in the external environment;
- procedures for reporting failings immediately to appropriate levels of management and the Board together with details of corrective action being undertaken.

The Board has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trust has appointed DMC Accounting as an independent reviewer (previously referred to as the Responsible Officer) to carry out a programme of internal checks. The role includes giving advice on financial matters and performing a range of checks on the Trust's financial systems. The reviewer reports to the Board on any matters on the operation of the systems of control and on the discharge of the Board's financial responsibilities.

These arrangements can provide only reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected within a timely period.


### **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 independent reviewer;
- work of the external auditor;
- financial management and governance self-assessment process;
- 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 the review of the system of internal control by the Finance and 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 Academy Board and signed on its behalf by:



**Marie Ashley**  
Chairman of the Board



**Clive Neathey**  
Accounting Officer

Dated: 20 December 2018



## Statement of Regularity, Propriety and Compliance

As Accounting Officer of The Rosedale Hewens Academy Trust, I have considered my responsibility to notify the Academy Board and the Education and Skills Funding Agency of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the Funding Agreement in place between the Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

I confirm that I and the Academy Board are able to identify any material irregular or improper use of funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's Funding Agreement and the Academies Financial Handbook 2018.

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 the ESFA.



**Clive Neathey**  
**Chief Executive**  
Accounting Officer

Dated: 20 December 2018

## Statement of Trustees' Responsibilities

The Trustees (who act as Trustees for charitable activities of The Rosedale Hewens Academy Trust and are also the Directors of the charitable company for the purposes of company law) are responsible for preparing the Report of the Academy Board and the Financial Statements in accordance with the Annual Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Trustees to prepare 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:

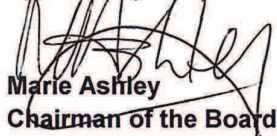
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards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

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

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

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

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

  
**Marie Ashley**  
**Chairman of the Board**

Dated: 20 December 2018

# Independent Auditor's Report on the Financial Statements to the Members of The Rosedale Hewens Academy Trust

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## **Opinion**

We have audited the financial statements of The Rosedale Hewens Academy Trust ('the academy trust') for the year ended 31 August 2018 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

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 2018 and of its incoming resources and application of resources, including its income and expenditure, for the year then
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Academies Accounts Direction 2017 to 2018 issued by the ESFA.

## **Basis for opinion**

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

## **Conclusions relating to going concern**

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

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

## **Other information**

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

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

We have nothing to report in this regard.

Independent Auditor's Report on the Financial Statements to the Members of  
The Rosedale Hewens Academy Trust  
(continued)

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**Opinion on other matter prescribed by the Companies Act 2006**

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

- the information given in the strategic report and the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements, and
- the strategic report and the trustees' annual report have been prepared in accordance with applicable legal requirements.

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

In light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

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

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities set out on page [x], 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, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the academy trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the academy trust or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

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

Independent Auditor's Report on the Financial Statements to the Members of  
The Rosedale Hewens Academy Trust  
(continued)

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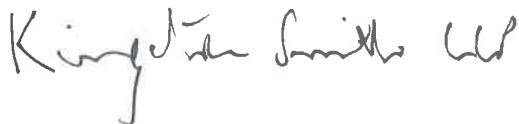
As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the academy trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the academy trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including and significant deficiencies in internal control that we identify during our audit.

**Use of this report**

This report is made solely to the academy trust'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 trust'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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Date: 21 December 2018

**James Cross (Senior Statutory Auditor)**  
for and on behalf of Kingston Smith LLP, Statutory Auditor

The Shipping Building  
The Old Vinyl Factory  
Hayes, London  
UB3 1HA

## Independent Reporting Accountant's Assurance Report on Regularity to The Rosedale Hewens Academy Trust and the Education and Skills Funding Agency

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In accordance with the terms of our engagement letter dated 15 November 2017 and further to the requirements of the Education Funding and Skills Agency (ESFA) as included in the Academies Accounts Direction 2017 to 2018 we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Rosedale Hewens Academy Trust during the period 1 September 2017 to 31 August 2018 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Respective responsibilities of The Rosedale Hewens Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of The Rosedale Hewens Academy Trust's funding agreement with the Secretary of State for Education dated 31 August 2014 and the Academies Financial Handbook, extant from 1 September 2018 for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2017 to 2018. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2017 to 31 August 2018 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2017 to 2018 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- Enquiry
- Inspection and review
- Observation and reperformance

Independent Reporting Accountant's Assurance Report on Regularity to  
The Rosedale Hewens Academy Trust and the Education and Skills Funding Agency

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**Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2017 to 31 August 2018 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Kingston Smith LLP

Date: 21 December 2018

**James Cross (Senior Statutory Auditor)**  
for and on behalf of Kingston Smith LLP, Statutory Auditor

The Shipping Building  
The Old Vinyl Factory  
Hayes, London  
UB3 1HA

Statement of Financial Activities for the year ended 31 August 2018  
(including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2018 £000	Total 2017 £000
<b>Income and endowments from:</b>						
Donations and capital grants	2	4	-	63	67	67
Charitable activities:						
Funding for the academy trust's educational operations	3	-	16,723	-	16,723	16,253
Other trading activities	4	443	-	-	443	385
Investments	5	28	-	-	28	4
<b>Total</b>		<b>475</b>	<b>16,723</b>	<b>63</b>	<b>17,261</b>	<b>16,709</b>
<b>Expenditure on:</b>						
Raising funds	6	57			57	48
Charitable activities:						
Academy trust educational operations	7		14,617	2,438	17,055	16,920
<b>Total</b>		<b>57</b>	<b>14,617</b>	<b>2,438</b>	<b>17,112</b>	<b>16,968</b>
<b>Net income / (expenditure)</b>		<b>418</b>	<b>2,106</b>	<b>(2,375)</b>	<b>149</b>	<b>(259)</b>
Transfers between funds	17	-	(510)	510	-	-
<b>Other recognised gains/(losses):</b>						
Actuarial (losses) / gains on defined benefit pension schemes	17, 25	-	547	-	547	952
<b>Net movement in funds</b>		<b>418</b>	<b>2,143</b>	<b>(1,865)</b>	<b>696</b>	<b>693</b>
<b>Reconciliation of funds</b>						
Total funds brought forward at 1 September 2017		2,803	3,050	79,879	85,732	85,039
<b>Total funds carried forward at 31 August 2018</b>		<b>3,221</b>	<b>5,193</b>	<b>78,014</b>	<b>86,428</b>	<b>85,732</b>

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

All Recognised Gains and Losses are included in the Statement of Financial Activities.



The Rosedale Hewens Academy Trust  
Balance Sheet as at 31 August 2018

	Notes	2018 £000	2018 £000	2017 £000	2017 £000
<b>Fixed assets</b>					
Tangible assets	12		77,775		79,640
<b>Current assets</b>					
Stock	13	84		92	
Debtors	15	772		963	
Cash at bank and in hand		10,294		7,947	
		<u>11,150</u>		<u>9,002</u>	
<b>Liabilities</b>					
Creditors : Amounts falling due within one year	16	<u>(409)</u>		<u>(531)</u>	
<b>Net current assets/(liabilities)</b>			<u>10,741</u>		<u>8,471</u>
<b>Total assets less current liabilities</b>			<u>88,516</u>		<u>88,111</u>
<b>Net assets excluding pension liability</b>					
Defined benefit pension scheme liability	25		(2,088)		(2,379)
<b>Total net assets</b>			<u>86,428</u>		<u>85,732</u>
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>					
Fixed asset fund	17	78,014		79,879	
General fund	17	7,281		5,429	
Pension reserve	17	<u>(2,088)</u>		<u>(2,379)</u>	
<b>Total restricted funds</b>			83,207		82,929
<b>Unrestricted income funds</b>	17		3,221		2,803
<b>Total funds</b>			<u>86,428</u>		<u>85,732</u>

The financial statements on pages 31 to 51 were approved by the trustees, and authorised for issue on 20/12/2018 and are signed on their behalf by:



Clive Neathey  
Chief Executive

The Rosedale Hewens Academy Trust  
Statement of Cash Flow for the year ended 31 August 2018

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	Notes	2018 £000	2017 £000
<b>Cash flows from operating activities</b>			
Net cash provided by/(used in) operating activities	20	2,829	2,585
<b>Cash flows from investing activities</b>	22	(509)	(915)
<b>Cash flows from financing activities</b>	21	28	4
<b>Change in cash and cash equivalents in the reporting period</b>		<b>2,347</b>	<b>1,674</b>
<b>Cash and cash equivalents at 1 September 2017</b>		<b>7,947</b>	<b>6,273</b>
<b>Cash and cash equivalents at 31 August 2018</b>	23	<b>10,294</b>	<b>7,947</b>

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## 1 Statement of Accounting Policies

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

### Company information

The Rosedale Hewens Academy Trust is a company limited by guarantee domiciled and incorporated in England and Wales. The registered office is Wood End Green Road, Hayes, United Kingdom, UB3 2SE

### Basis of Preparation

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

The Rosedale Hewens Academy Trust meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest thousand pounds.

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

### Income

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

#### • Grants

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

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

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

The trust is benefiting from the ESFA's Free School Building Programme for the construction of De Salis Studio College. The funding for the programme is not recognised as a capital grant until there is unconditional entitlement from costs being incurred, and the development occurring on a site controlled by the trust through lease or licence.

#### • Sponsorship Income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and the amount can be reliably measured.

#### • Donations

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

#### • Other Income

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

#### • Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and "Income from other trading activities". Upon sale, the value of the stock is charged against "Income from other trading activities" and the proceeds are recognised as "Income from other trading activities". Where it is impractical to fair value the items to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within "Income from other trading activities".

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

**1 Statement of Accounting Policies (continued)**

• **Donated Services and Gifts in Kind**

The value of donated services and gifts in kind provided to the academy trust are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the academy 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 academy trust's policies.

**Expenditure**

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

• **Expenditure on Raising Funds**

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

• **Charitable Activities**

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

All resources expended are inclusive of irrecoverable VAT.

**Tangible Fixed Assets**

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Freehold and long leasehold buildings	2%
Fixtures, fittings and equipment	10-20%
Motor Vehicles	20%

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

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

**1 Statement of Accounting Policies (continued)**

**Liabilities**

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

**Provisions**

Provisions can be recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle an obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the last pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

**Leased Assets**

Rentals under operating leases are charged on a straight line basis over the lease term.

**Stock**

Unsold uniforms and catering stocks are valued at the lower of cost or net realisable value.

At each reporting date, an assessment is made for impairment. Any excess of the carrying amount of stocks over its estimated selling price less costs to complete and sell is recognised as an impairment loss in profit or loss. Reversals of impairment losses are also recognised in profit or loss.

**Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

**Financial Instruments**

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**Basic financial assets**

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

**Other financial assets**

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value are recognised in profit or loss, except that investments in equity instruments that are not publicly traded and whose fair values cannot be measured reliably are measured at cost less impairment.

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment.

Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating the interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the debt instrument to the net carrying amount on initial recognition.

**1 Statement of Accounting Policies (continued)**

**Impairment of financial assets**

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in profit or loss.

**Derecognition of financial assets**

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

**Classification of financial liabilities**

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

**Basic financial liabilities**

Basic financial liabilities, including trade and other payables, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

**Other financial liabilities**

Derivatives, including interest rate swaps and forward foreign exchange contracts, are not basic financial instruments. Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently re-measured at their fair value. Changes in the fair value of derivatives are recognised in profit or loss in finance costs or finance income as appropriate, unless they are included in a hedging arrangement.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

**Derecognition of financial liabilities**

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

**Taxation**

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

Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by part 11, chapter 3 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.

**Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**1 Statement of Accounting Policies (continued)**

**Pensions Benefits**

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes.

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 trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 25, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

**Fund Accounting**

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

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

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Education and Skills Funding Agency and London Borough of Hillingdon.

**Critical accounting estimates and areas of judgment**

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

*Critical accounting estimates and assumptions*

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

**Local Government Pension Scheme**

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2017 has been used by the actuary in valuing the pensions liability at 31 August 2018. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The Rosedale Hewens Academy Trust  
Notes to the Financial Statements for the Year Ended 31 August 2018

**2 Donations and capital grants**

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2018 £000
Capital Grants	-	-	63	63
Donations	4	-	-	4
<b>2017/18 Total</b>	<b>4</b>	<b>-</b>	<b>63</b>	<b>67</b>
<b>2016/17 Total</b>	<b>6</b>	<b>-</b>	<b>61</b>	<b>67</b>

**3 Funding for the Academy Trust's Educational Operations**

	Unrestricted Funds £000	Restricted Funds £000	Total 2018 £000	Total 2017 £000
<b>DfE / ESFA revenue grants</b>				
General Annual Grant (GAG)		14,733	14,733	14,294
Start Up Grants		50	50	97
Other DfE/ESFA grants		1,140	1,140	1,103
	-	<b>15,923</b>	<b>15,923</b>	<b>15,494</b>
<b>Other Government grants</b>				
Local authority grants		800	800	759
	-	<b>800</b>	<b>800</b>	<b>759</b>
Other Income from the academy trust's educational operations	-	-	-	-
	-	<b>16,723</b>	<b>16,723</b>	<b>16,253</b>

**4 Other trading activities**

	Unrestricted Funds £000	Restricted Funds £000	Total 2018 £000	Total 2017 £000
Uniforms	80	-	80	76
Letting fees	4	-	4	6
Other income	90	-	90	44
Training	4	-	4	29
Catering	198	-	198	177
Trips	67	-	67	53
<b>2017/18 Total</b>	<b>443</b>	<b>-</b>	<b>443</b>	<b>385</b>



The Rosedale Hewens Academy Trust  
Notes to the Financial Statements for the Year Ended 31 August 2018

**5 Investment income**

	Unrestricted Funds £000	Restricted Funds £000	Total 2018 £000	Total 2017 £000
Short term deposits	28	-	28	4
	<u>28</u>	<u>-</u>	<u>28</u>	<u>4</u>

**6 Expenditure**

	Staff Costs £000	Non Pay Expenditure		Total 2018 £000	Total 2017 £000
		Premises £000	Other £000		
Expenditure on raising funds:	-	-	57	57	48
Academy's educational operations:					
Direct costs	9,526	-	2,905	12,431	12,654
Allocated support costs	1,845	1,359	1,420	4,624	4,266
	<u>11,371</u>	<u>1,359</u>	<u>4,382</u>	<u>17,112</u>	<u>16,968</u>

Net income / (expenditure) for the period includes:

	2018 £000	2017 £000
Operating leases rentals	19	23
Depreciation	2,438	2,368
Fees payable to auditor for:		
Audit	17	17
Other services	4	4

**7 Charitable Activities**

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2018 £000	Total 2017 £000
<b>Direct costs - educational operations</b>	-	9,993	2,438	12,431	12,654
<b>Support costs - educational operations</b>	-	4,624	-	4,624	4,266
	<u>-</u>	<u>14,617</u>	<u>2,438</u>	<u>17,055</u>	<u>16,920</u>

**Support costs - educational operations**

	Educational operations £000	Total 2018 £000	Total 2017 £000
Support staff costs	1,845	1,845	1,630
Technology costs	86	86	331
Premise costs	979	979	788
Pension finance costs	61	61	67
Other support costs	1,628	1,628	1,426
Governance costs	26	26	24
<b>Total support costs</b>	<u>4,625</u>	<u>4,625</u>	<u>4,266</u>

The Rosedale Hewens Academy Trust  
Notes to the Financial Statements for the Year Ended 31 August 2018

**8 Staff**

**a. Staff costs**

	<b>2018</b>	<b>2017</b>
	<b>£000</b>	<b>£000</b>
Staff costs during the period were:		
Wages and salaries	7,929	7,941
Social security costs	719	746
Operating costs of defined benefit pension scheme	1,054	1,000
Apprenticeship levy	24	10
	<u>9,726</u>	<u>9,697</u>
Supply staff costs	1,645	1,773
	<u>11,371</u>	<u>11,470</u>

**b. Staff numbers**

The average number of persons employed by the academy during the period was as follows:

	<b>2018</b>	<b>2017</b>
	<b>No.</b>	<b>No.</b>
Teachers	114	120
Educational support	39	44
Administration and support	48	46
Management	34	36
	<u>235</u>	<u>246</u>

**c. Higher paid staff**

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

	<b>2018</b>	<b>2017</b>
	<b>No.</b>	<b>No.</b>
£60,001 - £70,000	5	4
£70,001 - £80,000	1	3
£80,001 - £90,000	1	-
£90,001 - £100,000	-	-
£100,001 - £110,000	-	1
£200,001 - £210,000	1	1

Remuneration disclosed above includes the following amount paid to the highest paid director:

	<b>2018</b>	<b>2017</b>
	<b>£000</b>	<b>£000</b>
Remuneration for qualifying services	210	206
Company pension contributions to defined benefit scheme	-	-
	<u>210</u>	<u>206</u>

**d. Key management personnel**

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £1,265,724 (2017: £1,059,164).

**9 Disclosure of central services**

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

human resources;  
financial services;  
legal services

These costs are allocated to schools on the basis of pupil numbers. During the year this was as follows:

	2018	2017
Rosedale College	26.50%	32.00%
Rosedale Primary	15.50%	12.00%
Hewens College	13.00%	12.00%
Parkside Studio College	3.10%	5.00%
Brookside Primary School	20.24%	24.00%
Hewens Primary School	17.52%	12.00%
De Salis Studio College	4.14%	3.00%

**10 Related Party Transactions - 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 staff members under their contracts of employment.

	Remuneration		Pension Contributions	
	2018 £000	2017 £000	2018 £000	2017 £000
Clive Neathey (Chief Executive)	£205 - £210	£205 - £210	£nil	£nil
Jane Ellis (Executive principal - primary)	£75 - £80	£75 - £80	£10 - £15	£10 - £15
Ian O'Connor (Executive principal - secondary)	£45 - £50	£105 - £110	£5 - £10	£15 - £20

The number of directors to whom defined benefit pension contributions are accruing under the Teacher's Pension Scheme is 2 (2017: 2)

During the year ended 31 August 2018, travel and subsistence expenses totalling £nil (2017: £nil) were reimbursed or paid directly to Governors.

Other related party transactions involving the trustees are set out in note 26.

**11 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 period ended 31 August 2018 is included in the total insurance cost.

The Rosedale Hewens Academy Trust  
Notes to the Financial Statements for the Year Ended 31 August 2018

**12 Tangible fixed assets**

	Freehold Land and Buildings £000	Leasehold Land and Buildings £000	Furniture and Equipment £000	Motor Vehicles £000	Total £000
<b>Cost</b>					
At 1 September 2017	73,437	13,740	3,705	102	90,984
Additions	344	-	228	-	572
At 31 August 2018	<u>73,781</u>	<u>13,740</u>	<u>3,933</u>	<u>102</u>	<u>91,556</u>
<b>Depreciation</b>					
At 1 September 2017	8,018	1,209	2,032	85	11,344
Charged in year	1,473	275	683	7	2,438
At 31 August 2018	<u>9,491</u>	<u>1,484</u>	<u>2,715</u>	<u>92</u>	<u>13,782</u>
<b>Net book values</b>					
At 31 August 2018	<u>64,290</u>	<u>12,256</u>	<u>1,218</u>	<u>10</u>	<u>77,775</u>
At 31 August 2017	<u>65,419</u>	<u>12,531</u>	<u>1,673</u>	<u>17</u>	<u>79,640</u>

**13 Financial instruments**

	2018 £000	2017 £000
<b>Carrying amount of financial assets</b>		
Debt instruments measured at amortised cost	<u>410</u>	<u>379</u>
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost	<u>38</u>	<u>76</u>

**14 Stock**

	2018 £000	2017 £000
Uniform	<u>84</u>	<u>92</u>

**15 Debtors**

	2018 £000	2017 £000
VAT recoverable	314	577
Prepayments and accrued income	458	386
	<u>772</u>	<u>963</u>

**16 Creditors: Amounts falling due within one year**

	2018 £000	2017 £000
Trade creditors	14	35
Taxation and social security	196	181
ESFA creditor: abatement of GAG	56	153
Accruals and deferred income	143	162
	<u>409</u>	<u>531</u>

**Deferred income**

	2018 £000	2017 £000
Deferred Income at 1 September 2017	121	120
Resources deferred in the year	119	121
Amounts released from previous years	(121)	(120)
Deferred Income at 31 August 2018	<u>119</u>	<u>121</u>

At the balance sheet date the academy trust was holding funds received in advance in respect of grants for universal infant free school meals relating to the year ended 31 August 2017.

The Rosedale Hewens Academy Trust  
Notes to the Financial Statements for the Year Ended 31 August 2018

17 Funds	Balance at 1 September 2017 £000	Incoming Resources £000	Resources Expended £000	Gains, Losses and Transfers £000	Balance at 31 August 2018 £000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	5,429	14,733	(12,371)	(510)	7,281
Start Up Grant	-	50	(50)	-	-
Other DfE grants	-	1,140	(1,140)	-	-
Other restricted funds	-	800	(800)	-	-
Pension reserve	(2,379)		(256)	547	(2,088)
	<b>3,050</b>	<b>16,723</b>	<b>(14,617)</b>	<b>37</b>	<b>5,193</b>
<b>Restricted fixed asset funds</b>					
DfE/ESFA capital grants	239	63	-	-	302
Transfer on conversion	69,974	-	(2,438)	-	67,536
Fixed assets purchased with capital and other funding	6,442	-	-	-	6,442
Capital expenditure from GAG	3,224	-	-	510	3,734
	<b>79,879</b>	<b>63</b>	<b>(2,438)</b>	<b>510</b>	<b>78,014</b>
<b>Total restricted funds</b>	<b>82,929</b>	<b>16,786</b>	<b>(17,055)</b>	<b>547</b>	<b>83,207</b>
<b>Total unrestricted funds</b>	<b>2,803</b>	<b>475</b>	<b>(57)</b>		<b>3,221</b>
<b>Total funds</b>	<b>85,732</b>	<b>17,261</b>	<b>(17,112)</b>	<b>547</b>	<b>86,428</b>

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

**General Annual Grant**

This includes all monies received from the ESFA to carry out the objectives of the academy trust. It includes the School Budget Share and education services grants.

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

**Start Up Grant**

This represents the amount received on conversion to academy status for start up costs.

**Other DfE/ESFA grants**

This represents revenue grants received from the ESFA for specific purposes, including funds provided to support individual pupils with a SEN statement and development grants received by the academy trust.

**Other restricted funds**

This represents revenue grants received from the Local Education Authorities for specific purposes.

**Pension reserve**

This represents the negative reserve in respect of the liability on the LGPS defined benefit pension scheme which was transferred to the academy on conversion.

**Fixed asset fund**

The fund includes the value of the tangible fixed assets of the academy on conversion, and monies transferred from the GAG or other restricted funds specifically for expenditure on tangible fixed assets, and the annual charges for depreciation of these assets.

**Transfers between funds**

Transfers from the General Annual Grant Fund to the fixed asset fund of £510,000 relate to fixed assets purchased from the GAG funds.

The Rosedale Hewens Academy Trust  
Notes to the Financial Statements for the Year Ended 31 August 2018

17 Funds (continued)

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

	Balance at 1 September 2016 £000	Incoming Resources £000	Resources Expended £000	Gains, Losses and Transfers £000	Balance at 31 August 2017 £000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	3,956	14,294	(12,153)	(668)	5,429
Start Up Grant	-	97	(97)	-	-
Other DfE grants	-	1,103	(1,103)	-	-
Other restricted funds	-	759	(759)	-	-
Pension reserve	(3,155)	-	(440)	1,216	(2,379)
	<b>801</b>	<b>16,253</b>	<b>(14,552)</b>	<b>548</b>	<b>3,050</b>
<b>Restricted fixed asset funds</b>					
DfE/ESFA capital grants	750	61	-	(572)	239
Transfer on conversion	72,342	-	(2,368)	-	69,974
Fixed assets purchased with capital and other funding	6,442	-	-	-	6,442
Capital expenditure from GAG	2,248	-	-	976	3,224
	<b>81,782</b>	<b>61</b>	<b>(2,368)</b>	<b>404</b>	<b>79,879</b>
<b>Total restricted funds</b>	<b>82,583</b>	<b>16,314</b>	<b>(16,920)</b>	<b>952</b>	<b>82,929</b>
<b>Total unrestricted funds</b>	<b>2,456</b>	<b>395</b>	<b>(48)</b>	<b>-</b>	<b>2,803</b>
<b>Total funds</b>	<b>85,039</b>	<b>16,709</b>	<b>(16,968)</b>	<b>952</b>	<b>85,732</b>

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

	Balance at 1 September 2016 £000	Incoming Resources £000	Resources Expended £000	Gains, Losses and Transfers £000	Balance at 31 August 2018 £000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	3,956	29,027	(24,524)	(1,178)	7,281
Start Up Grant	-	147	(147)	-	-
Other DfE grants	-	2,243	(2,243)	-	-
Other restricted funds	-	1,559	(1,559)	-	-
Pension reserve	(3,155)	-	(696)	1,763	(2,088)
	<b>801</b>	<b>32,976</b>	<b>(29,169)</b>	<b>585</b>	<b>5,193</b>
<b>Restricted fixed asset funds</b>					
DfE/ESFA capital grants	750	124	-	(572)	302
Transfer on conversion	72,342	-	(4,806)	-	67,536
Fixed assets purchased with capital and other funding	6,442	-	-	-	6,442
Capital expenditure from GAG	2,248	-	-	1,486	3,734
	<b>81,782</b>	<b>124</b>	<b>(4,806)</b>	<b>914</b>	<b>78,014</b>
<b>Total restricted funds</b>	<b>82,583</b>	<b>33,100</b>	<b>(33,975)</b>	<b>1,499</b>	<b>83,207</b>
<b>Total unrestricted funds</b>	<b>2,456</b>	<b>870</b>	<b>(105)</b>	<b>-</b>	<b>3,221</b>
<b>Total funds</b>	<b>85,039</b>	<b>33,970</b>	<b>(34,080)</b>	<b>1,499</b>	<b>86,428</b>

The Rosedale Hewens Academy Trust  
Notes to the Financial Statements for the Year Ended 31 August 2018

17 Funds (continued)

**Total funds analysis by academy**

Fund balances at 31 August 2018 were allocated as follows:

	<b>Total 2018 £000</b>	<b>Total 2017 £000</b>
Rosedale College	4,599	4,315
Rosedale Primary	2,695	1,380
Hewens College	571	476
Parkside Studio College	(200)	161
Brookside Primary School	1,662	780
Hewens Primary School	2,078	1,819
De Salis Studio College	(967)	(738)
Central services	65	39
<b>Total before fixed assets and pension reserve</b>	<b>10,503</b>	<b>8,232</b>
Restricted fixed asset fund	78,014	79,879
Pension reserve	(2,088)	(2,379)
<b>Total</b>	<b>86,429</b>	<b>85,732</b>

While fund balances carried forward have been separately disclosed for each academy, the academy trust manages its surplus funds on a central basis. Making these central funds available for spending on special and long-term capital projects.

**Total cost analysis by academy**

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

	<b>Teaching and Educational Support Staff Costs £000</b>	<b>Other Support Staff Costs £000</b>	<b>Educational Supplies £000</b>	<b>Other Costs (excluding depreciation) £000</b>	<b>2018 Total £000</b>	<b>2017 Total £000</b>
Rosedale College	3,192	594	58	931	4,775	4,984
Rosedale Primary	1,245	191	44	321	1,801	1,620
Hewens College	1,430	393	36	607	2,466	2,393
Parkside Studio College	690	82	29	190	991	966
Brookside Primary School	1,231	302	33	357	1,923	2,019
Hewens Primary School	1,055	209	37	513	1,814	1,636
De Salis Studio College	683	74	17	128	902	914
Central services	-	-	-	2	2	68
<b>Academy Trust</b>	<b>9,526</b>	<b>1,845</b>	<b>254</b>	<b>3,049</b>	<b>14,674</b>	<b>14,600</b>

The Rosedale Hewens Academy Trust  
Notes to the Financial Statements for the Year Ended 31 August 2018

**18 Analysis of net assets between Funds**

Fund balances at 31 August 2018 are represented by:

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets			77,775	77,775
Current assets	3,630	7,281	239	11,150
Current liabilities	(409)			(409)
Pension scheme liability		(2,088)		(2,088)
<b>Total net assets</b>	<b>3,221</b>	<b>5,193</b>	<b>78,014</b>	<b>86,428</b>

Fund balances at 31 August 2017 are represented by:

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets	-	-	79,640	79,640
Current assets	3,334	5,429	239	9,002
Current liabilities	(531)	-	-	(531)
Pension scheme liability	-	(2,379)	-	(2,379)
<b>Total net assets</b>	<b>2,803</b>	<b>3,050</b>	<b>79,879</b>	<b>85,732</b>

**19 Financial Commitments**

**Operating Leases**

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

	2018 £000	2017 £000
<b>Hire of plant and machinery</b>		
Amounts due within one year	19	19
Amounts due between two and five years	11	30
	<b>30</b>	<b>49</b>



The Rosedale Hewens Academy Trust  
Notes to the Financial Statements for the Year Ended 31 August 2018

<b>20 Reconciliation of Net Income/(expenditure) to Net Cash Inflow from Operating Activities</b>	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Net expenditure	149	(259)
Adjusted for:		
Depreciation	2,438	2,368
Capital grants from DfE/ESFA and other capital income	(63)	(61)
Interest receivable	(28)	(4)
Defined benefit pension scheme cost less contributions payable	195	109
Defined benefit pension scheme finance cost	61	67
Increase/(decrease) in stocks	8	(6)
(Increase)/decrease in debtors	191	876
Increase/(decrease) in creditors	(122)	(505)
<b>Net Cash provided by / (used in) Operating Activities</b>	<b>2,829</b>	<b>2,585</b>
<b>21 Cash flows from financing activities</b>	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Interest received	28	4
<b>Net cash provided by / (used in) financing activities</b>	<b>28</b>	<b>4</b>
<b>22 Cash flows from investing activities</b>	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Purchase of tangible fixed assets	(572)	(976)
Capital grants from DfE Group	63	61
<b>Net Cash provided by / (used in) investing Activities</b>	<b>(509)</b>	<b>(915)</b>
<b>23 Analysis of cash and cash equivalents</b>	<b>2018</b>	<b>2017</b>
	<b>£000</b>	<b>£000</b>
Cash in hand and at bank	10,294	7,947
<b>Total cash and cash equivalents</b>	<b>10,294</b>	<b>7,947</b>

## 24 Members' Liability

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

## 25 Pension and Similar Obligations

The academy trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by The London Borough of Hillingdon. Both are multi-employer defined-benefit schemes.

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

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

### Teachers' Pension Scheme

#### Introduction

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

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

#### Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge).
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effect 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 of 3.0% in excess of prices and 2% in excess of earnings. The rate or real earnings growth is assumed to be 2.75%. The assumed normal rate of return is 5.06%.

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2019.

#### Teachers' Pension Scheme Changes

The employer's pension costs paid to TPS in the period amounted to £595,000 (2017: £640,035).

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

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

#### Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2018 was £350,000 (2017: £330,000), of which employer's contributions totalled £279,000 (2017: £264,000) and employees' contributions totalled £71,000 (2017: £66,000). The agreed contribution rates for future years are 24.5% per cent for employers and between 5.5% and 12.5% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of an 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.

The Rosedale Hewens Academy Trust  
Notes to the Financial Statements for the Year Ended 31 August 2018

25 Pension and Similar Obligations (continued)

<b>Principal Actuarial Assumptions</b>	<b>At 31 August 2018</b>	<b>At 31 August 2017</b>
Rate of increase in salaries	2.7%	2.8%
Rate of increase for pensions in payment/inflation	2.3%	2.4%
Discount rate for scheme liabilities	2.8%	2.5%
<p>The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:</p>		
	<b>At 31 August 2018</b>	<b>At 31 August 2017</b>
<i>Retiring today</i>		
Males	22.6 years	22.6 years
Females	24.6 years	24.6 years
<i>Retiring in 20 years</i>		
Males	24.0 years	24.0 years
Females	26.5 years	26.5 years
<b>Sensitivity analysis</b>		
Approximate monetary increase to the obligation as a result of the following changes in assumptions at 31 August 2018	<b>At 31 August 2018 £000</b>	<b>At 31 August 2017 £000</b>
0.5% increase in the salary increase rate	146	157
0.5% increase in the pension increase rate	494	451
0.5% decrease in real discount rate	649	622
<p>The academy's share of the assets in the scheme were:</p>		
	<b>Fair value at 31 August 2018 £000</b>	<b>Fair value at 31 August 2017 £000</b>
Equity instruments	1,231	1,305
Other bonds	704	505
Property	302	253
Cash and other liquid assets	276	42
<b>Total market value of assets</b>	<b>2,513</b>	<b>2,105</b>
Present value of scheme liabilities	<b>(4,601)</b>	<b>(4,484)</b>
<b>Deficit in the scheme</b>	<b>(2,088)</b>	<b>(2,379)</b>

The actual return on scheme assets was £408,000 (2017: £407,000)

The expected return on assets is based on the long-term future expected investment return for each asset class as at the beginning of the period.

The Rosedale Hewens Academy Trust  
Notes to the Financial Statements for the Year Ended 31 August 2018

**25 Pension and Similar Obligations (continued)**

**Local Government Pension Scheme (continued)**

<b>Amounts recognised in the statement of financial activities</b>	<b>2018 £000</b>	<b>2017 £000</b>
Current service cost	474	(373)
Net interest cost	61	(67)
Total operating charge	<u>535</u>	<u>(440)</u>

**Changes in the fair value of defined benefit obligations were as follows:**

	<b>2018 £000</b>	<b>2017 £000</b>
<b>At 1 September 2017</b>	4,484	5,667
Current service cost	474	373
Interest cost	118	123
Employee contributions	71	66
Benefits paid	(32)	(28)
Actuarial (gain)/loss	(514)	(1,717)
<b>At 31 August 2018</b>	<u>4,601</u>	<u>4,484</u>

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

	<b>2018 £000</b>	<b>2017 £000</b>
<b>At 1 September 2017</b>	2,105	2,512
Return on plan assets (excluding net interest on the net defined pension liability)	57	56
Employee contributions	71	66
Employer contributions	279	264
Benefits paid	(32)	(28)
Actuarial gain/(loss)	33	(765)
<b>At 31 August 2018</b>	<u>2,513</u>	<u>2,105</u>

**26 Related Party Transactions**

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

The academy trust has known related parties as described on page 7.

The following related party transactions took place in the period of account:

Rosedale College Community Enterprise Limited is a company incorporated in England and Wales. The company is not directly owned by the Trust but Clive Neathey, Chief Executive, also acts as (non-salaried) director of the trading company. The company operates as a number of the Trust's facilities for the benefit of pupils and the local community. It is administered by the Trust's staff and management. The Trust includes Rosedale College Community Enterprise Limited under its insurance policies.

Little Marvels Nursery Services Limited is a company incorporated in England and Wales. The company is not directly owned by the Trust but Clive Neathey, Chief Executive, also acts as (non-salaried) director of the trading company. The company operates a number of the Trust's facilities for the benefit of pupils and the local community. It is administered by the Trust's staff and management. The nursery offers support staff as and when required for the trust's three primary schools. At the year end, an amount of £42,698 (2017: £nil) was included in other debtors as due in respect of recharged canteen costs.

During the year, the academy trust incurred fees totalling £7,425 (2017: £8,100) in respect of catering consultancy services carried out by Norman Deas who has been with the Trust as a consultant overseeing the catering operation and has worked with the Trust since its inception and prior to that with Rosedale College since 2006, before becoming a director in November 2015.

The Rosedale Hewens Academy Trust  
Notes to the Financial Statements for the Year Ended 31 August 2018

27 Comparative Statement of Financial Activities

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2017 £000
<b>Income and endowments from:</b>				
Donations and capital grants	6	-	61	67
Charitable activities:				
Funding for the academy trust's educational operations	-	16,253	-	16,253
Other trading activities	385	-	-	385
Investments	4	-	-	4
<b>Total</b>	<b>395</b>	<b>16,253</b>	<b>61</b>	<b>16,709</b>
<b>Expenditure on:</b>				
Raising funds	48	-	-	48
Charitable activities:				
Academy trust educational operations	-	14,552	2,368	16,920
<b>Total</b>	<b>48</b>	<b>14,552</b>	<b>2,368</b>	<b>16,968</b>
<b>Net income / (expenditure)</b>	<b>347</b>	<b>1,701</b>	<b>(2,307)</b>	<b>(259)</b>
Transfers between funds	-	(404)	404	-
<b>Other recognised gains/(losses):</b>				
Actuarial (losses) / gains on defined benefit pension schemes	-	952	-	952
<b>Net movement in funds</b>	<b>347</b>	<b>2,249</b>	<b>(1,903)</b>	<b>693</b>
<b>Reconciliation of funds</b>				
Total funds brought forward at 1 September 2016	2,456	801	81,782	85,039
<b>Total funds carried forward at 31 August 2017</b>	<b>2,803</b>	<b>3,050</b>	<b>79,879</b>	<b>85,732</b>