

ALMA PRIMARY
(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2016

ALMA PRIMARY
(A Company Limited by Guarantee)

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ALMA PRIMARY
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2016**

Members

Martin Blain
Natalie Grazin
David Steadman
David Boyd
Matt Plen

Trustees

Natalie Grazin, Joint Chair
David Steadman, Joint Chair¹
Marc Shoffren, Principal and Accounting Officer¹
Noa Bladon¹
Martin Blain¹
Deborah Brooks
Emma Davies
Adam Goldin
Hithen Jethwa
Michelle Jacobs
Laura Sherling
Andrew Sutcliffe
Ilan Jacobs (appointed 16 December 2015)¹
Niki Jackson (appointed 16 December 2015)
Tabitha Sumberg (appointed 16 December 2015)¹
Edward Lewin (appointed 16 December 2015)
Richard Cornelius (appointed 16 December 2015)
David Grunwald (appointed 14 December 2015)

¹ Member of the Operations Committee

Company registered number

07958546

(Registered in England and Wales)

Company name

Alma Primary

Principal and registered office

Friern Barnet Lane
London
N20 0LP

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS
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Advisers (continued)

Company secretary

Marc Shoffren

Senior management team

Marc Shoffren, Headteacher
Jade Lee, Assistant Head
Samantha Rosehill, Assistant Head
Raya Even David, Jewish Learning & SMSC Leader
Rebecca Doctors, School Business Manager

Independent auditors

MHA MacIntyre Hudson
Chartered Accountants
Statutory Auditors
Euro House
1394 High Road
London
N20 9YZ

Bankers

HSBC
London
N12 8JX

Solicitors

Stone King
Wellington House
East Road
Cambridge
CB1 1BH

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2016

The Governors present their annual report together with the financial statements and auditors' report of the charitable company for the year 1 September 2015 to 31 August 2016. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The trust operates a free school for pupils aged 4 to 11 serving a catchment area in Barnet. It has a pupil capacity of 210 and had a roll of 90 in the school census on 15th May 2016

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

Alma Primary is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the school.

The trustees of Alma Primary are also the Directors and Governors of the charitable company for the purposes of company law. The charitable company is known as Alma Primary. Prior to that, it was known as the New Jewish Primary School Finchley.

Details of the governors who served throughout the period, except as noted, are included in the Reference and Administrative Details on page 1.

Alma Primary Trust was incorporated on 21st February 2012. Its memorandum and articles were changed on 20th December 2012, and again in July 2013, in accordance with the guidelines laid down by the Department for Education, and its funding agreement was signed establishing it as a school in April 2013. The company was dormant in the period from incorporation to 1 August 2012.

Members Liability

Every member of the charitable company undertakes to contribute such amount as may be required (not exceeding £10) to the charitable company's assets if it should be wound up while he or she is a member or within one year after he or she ceases to be a member, for payment of Alma Primary's debts and liabilities before he or she ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves.

Governors' Indemnities

Governors benefit from indemnity insurance to cover the liability of the Governors which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust. The cost of this insurance in the year was included in the RPA scheme operated by the EFA for free schools and academies, see note 10.

Method of Recruitment and Appointment or Election of Trustees

The Members of the Trust shall comprise the signatories to the Memorandum, the chairperson/joint chairs of the Governors, and any other additional individuals or organisations as approved by the Members, provided that such appointment or removal is in the interests of the charitable company.

The number of Governors shall be not less than three but (unless otherwise determined by ordinary resolution) shall not be subject to any maximum. The Governing Body shall consist of up to eight governors appointed by the members, a minimum of two Parent Governors, the Headteacher, and any staff Governors appointed by the Members. Alma Primary may by ordinary resolution appoint as co-opted Governor a person who is willing to act as a Director.

Member-appointed and co-opted governors are recruited to fill identified needs determined by the Governing

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2016

Body. Application is via an online form on our website, and prospective Governors are interviewed by a sub-committee of Governors for their ability to fulfil the identified skills and needs and capacity to undertake the role of trustee at the requisite level and appointed by vote of the governors or members.

Policies and Procedures Adopted for the Induction and Training of Trustees

All new governors shall receive a Governor Induction Pack, with information on:

- a. The role of the Alma Primary Governing Body
- b. Expectations of Alma Primary Governors
- c. How we work
- d. The School Handbook, including vision and values
- e. Articles of Association
- f. A summary paper setting out our governance structure
- g. A paper on the role of a Governor, setting out responsibilities under Charity and Company Law
- h. A pack of Governing Body and committee Terms of Reference
- i. Minutes of past meetings
- j. Contact details for all other Governors
- k. Staffing structure at the school and contact details for key people
- l. List of school policies and which are reviewed by each committee and the review schedule
- m. Details of how to access online Governor training and the face to face Governor training courses provided by Barnet Council.
- n. A glossary of acronyms and Hebrew terms used
- o. The School Development Plan
- p. The most recent Ofsted and Pikuach (Jewish community Section 48 inspection) reports
- q. Recent school and Governing Body self-evaluations

In addition, an induction programme is undertaken, led by the Joint Chairs of Governors and Head, including a tour of school, and with the support of the chairs of any committees the Governors may serve on.

All governors participate in regular training. We do this by:

1. Subscribing to online training and advice resources.
2. Running full group training sessions led by the Headteacher and by others, including experienced Chairs of Governors of other schools.
3. Participating on an individual basis in training sessions organised by Barnet Council under its well-regarded BPSI service.

All governors also undertake visits to the School and meet with staff on a regular basis to keep themselves informed and updated.

Organisational Structure

The Leadership and Management structure consists of two levels: 1) the Governors, and 2) Senior Leadership Team. The Governors are responsible for setting general policy, adopting an annual plan and budget, monitoring the school use of budgets and making major decisions about the direction of the school, capital expenditure and senior staff appointments. Four main committees have been established reporting to the Governing Body – Tiful (finance and operations), Limmudim (learning), Anashim (people), and Yeladim (children) – to allow more detailed scrutiny of relevant items in the school development plan, relevant issues, policies, strategy and risks.

The current membership of School Leadership Team comprises the Head Teacher, two Assistant Heads, the Jewish Learning and SMSC Leader and the School Business Manager. These leaders control the school at an executive level, implementing the policies laid down by the Governors and reporting back to them. As a group, the School Leadership Team are responsible for the authorisation of spending within agreed budgets and the appointment of staff, though appointment boards may contain a Governor(s).

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2016

Arrangements for setting pay and remuneration of key management personnel

Alma Primary runs a robust Performance Management process, used for all staff in the school including key management personnel. Targets for the performance management of each individual are drawn from the School Development Plan and include data related targets relevant to the school's key objectives.

Key Management Personnel comprise the trustees and the senior management team. Trustees are not remunerated in their capacity as trustees. The remuneration of the senior management team is determined by (3) trustees annually following appraisals and performance management meetings, with consideration of section parameters and other benchmarks.

Related parties and other connected charities and organisations.

There are no related parties which either control or significantly influence the decisions and operations of Alma Primary.

OBJECTIVES AND ACTIVITIES

Objects and Aims

Alma Primary is a one-form entry Primary School which, when full, will have 210 pupils organised in 7 classes. Our object is to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

Our aim is to create a successful school with a unique ethos, founded on four key pillars outlined below:

- excellence in teaching and learning;
- inclusivity and diversity;
- identity and values;
- nurturing each child to achieve their best.

Excellence in Teaching and Learning: Our approach to learning develops creativity by stimulating children's knowledge, imagination, enthusiasm and skills, offering inspiring and exciting opportunities to broaden children's learning. Featuring the highest quality Jewish education, combined with a thematic approach to general subjects, our curriculum will stretch every child. Barnet is one of the best performing boroughs for educational achievement, and as a school we will be amongst the highest performing primary schools in the borough.

Inclusivity and Diversity: We welcome families from across the Jewish community, as well as families who are of other faiths and none. There are many different ways of being Jewish and we ensure that the learning opportunities reflect the mix of children in the school. We value the contribution that all our families make to our school community, enabling children to learn both from each other and about the beliefs and practices of others.

Identity and Values: The school creates a caring, inter-generational community of children, parents and teachers. Through positive and inspiring Jewish experiences including daily prayer, we facilitate moral and spiritual development. Our children are imbued with the ethical and moral values of Jewish tradition, including good citizenship, volunteerism, mutual responsibility, care for the natural world and positive relationships with other faiths and the wider community. We foster a love of Judaism, pride in Jewish identity and a commitment to the Jewish people and Israel.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2016

Nurturing each child to achieve their best: As a close-knit community we ensure that each child gets both the challenge and the support that they need in order to make the most of their learning opportunities. From the start, teachers work with all school staff to ensure learning is targeted so that all children are stretched appropriately to achieve their potential. By using our small size to our advantage, we can work with parents to address concerns, whether emotional or academic, before they become problems, working together to find solutions.

Objectives, Strategies and Activities

Learning at Alma Primary

Learning at Alma Primary is focused on children developing their understanding, expanding their knowledge and acquiring twenty-first century learning skills to enable them to thrive in our dynamic society. Our curriculum carefully blends key skill areas such as maths, English, technology, modern Hebrew and PE, with a wider knowledge base of Jewish studies, science, history, geography and arts. We monitor progress through careful, on-going assessment, giving each child both the challenge and the support that they need in order to maximise their learning. Our children learn about a variety of religions, often through encounters with people who are involved in their own faith communities, because of our deep belief that children should grow up understanding and appreciating different religious traditions.

Central to our school's teaching philosophy is the importance of giving children the opportunity and encouragement to find their own, innovative ways of doing things and solving problems. We enable children to develop their thinking skills, leadership and creativity, to explore the world around them and to acquire a thirst for learning. Traditional Jewish learning places great emphasis on the ability to think critically and to question, a skill we nurture in children during their time at Alma Primary.

In order to make the most of their time at school, we teach our children how to work together in teams, to learn from each other, to deal with anxiety and to perform at their best. We place developing skills in speaking and writing at the forefront of learning. From the beginning of their school journey, we give our children the opportunity for deeper, richer learning experiences, which include elements of Jewish tradition and texts as well as immersion in Ivrit (modern Hebrew). This involves project based learning, as well as giving each child their own learning-in-depth topic to follow as they go through the school.

Equalities policy

Alma Primary is an inclusive school where we focus on the well-being and progress of every child, and where all members of our community are of equal worth. We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Our approach to equality is based on the following 7 key principles

All learners are of equal value. We recognise, respect and value difference and understand that diversity is a strength. We foster positive attitudes and relationships. We foster a shared sense of cohesion and belonging. We observe good equalities practice for our staff. We have the highest expectations of all our children. We work to raise standards for all pupils, but especially for the most vulnerable.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2016

Disability

Alma Primary will not treat a member of staff, a student or a parent with a disability less favourably than any other. We will make reasonable adjustments to ensure the full participation and integration of disabled staff and pupils. We will create an annual Individual Educational Plan for each student with an identified disability.

The Head teacher will ensure that staff are appropriately trained to increase their awareness of the needs of those with disabilities. We will plan any future building projects with consideration to the needs of disabled individuals.

The desired outcomes of this policy are to ensure that, as far as is reasonably practicable and within the available resources, at Alma Primary:

- Applications for admission from all potential pupils are considered in line with the published admission arrangements;
- Applications for employment and for promotion are considered and assessed on the basis of the applicant's aptitudes, abilities and qualifications;
- Disabled staff and pupils have access to the appropriate support and adaptations to enable them to be fully included in the life of the School;
- The views of individual pupils or staff are taken into account when their requirements are being assessed;
- All pupils admitted to the Alma Primary are fully integrated and individual needs are assessed and supported;
- Staff working with disabled people, either as colleagues or as pupils, have appropriate information, support and training;
- Staff and pupils who become disabled during their time at Alma Primary continue in their chosen career or study as far as is practicable;
- Disabled members of the public, including parents, can fully participate in public events held within the School;
- Alma Primary's premises are accessible and safe for all;
- No disabled student or staff member is treated less favourably as a result of their disability.

Strategy

Alma Primary works to achieve eight strategic objectives:

1. Create and maintain a culture of academic excellence where each pupil is individually monitored to ensure they are valued, supported and challenged effectively in order to achieve their maximum potential.
2. Imbue each member of the school community with the knowledge, textual skills and motivation to engage in a meaningful, spiritual and cultural life within the Jewish community and beyond.
3. Develop the emotional literacy, spirituality, imagination and well being of each member of the learning community, enabling them to become confident and independent thinkers, critics, collaborators, communicators, creators and lifelong learners.
4. Ensure that teaching and learning remain innovative, utilising the best of current research and technology to improve learning experiences.
5. Use available resources effectively in order to provide outstanding learning opportunities within a safe, high quality environment which supports all learners.
6. Recruit, nurture and continuously develop a staff team who work collegiately and effectively to provide outstanding learning opportunities for all, along with a Governing Body which provides outstanding governance to facilitate this.
7. Develop and maintain positive relationships with all stakeholders, ensuring clarity of Communication, opportunities for engagement and collaboration where appropriate
8. Actively recruit and welcome a diverse intake of pupils, including from across the Jewish community and beyond, ensuring that all families feel valued and included.

The School Development Plan details how the school plans to meet these objectives on an annual basis.

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TRUSTEES' REPORT (continued)
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Public Benefit

The Governors confirm that they have referred to the guidance contained in the Charity Commission's general guidance on Public Benefit when reviewing the charity's aim and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set in the charitable activities undertaken.

STRATEGIC REPORT

Achievements and Performance

This has been the third year of our operation, and it has been a highly successful year for our school. We again had a high level of applicants for our 2015 Reception intake, and we recruited another 30 children to our Reception class. All our classes remain 100% full. Our continued growth required recruitment and embedding of several new staff, including Assistant Head positions.

We started the year informed by the Pikuach and Ofsted inspections that had taken place at the end of the previous term, where we were judged to be Good with outstanding features. We incorporated the feedback into our school development plan to ensure we can continue to improve. We were pleased that our external attainment data for reception GLD (good level of development) and Year 1 phonics check again showed strong performance, well ahead of the national average, Barnet schools and contextually similar schools. Our first cohort of children undertook the end of key stage 1 assessments, where results above national averages in all areas and significantly higher in reading.

We faced considerable challenges in year following the delay of the construction project of our permanent site, which required us to make a transition for one year to an interim site in East Finchley, while continuing to progress plans for our permanent site. The process of managing the construction of the permanent site also proved time consuming for the school leadership. As the year drew to a close, we were at last able to move into our permanent site and prepare to welcome our children at the start of the Autumn term.

The construction project gave us a unique opportunity to create facilities that will benefit our children for years to come, although this required substantial fundraising through the year. We were fortunate that support from trusts and foundations, and from families of children in the school, have enabled us to make a number of improvements to our site and facilities over and above what would have been possible with state funding alone. We are enormously grateful for the support of everyone who has made this possible, and we are particularly delighted that almost everyone in our school community has contributed in some way to the creation of our permanent home.

We have continued to work in partnership with other schools through the year, and in particular as part of two key partnership groups: a Whetstone School Improvement Group, including local schools St Andrew's, St John's, St Mary's and Sacred Heart, principally focused on maths, as well as a free schools moderation group consisting of Etz Chaim and Eden focusing on writing and Jewish learning.

We appointed six additional governors to the Governing Body, as part of a plan to build succession planning. In common with most Free Schools, we have a Governing Body that was mostly appointed at the same time, and we were able to bring new skills on to the Governing Body in a way that will enable a smooth transition of skills and knowledge to most roles over the coming year.

As the school grows, it has become increasingly important to communicate our ethos and how the school works in a consistent and easily accessible way to all those in our school community. As a result, we developed and launched our first School Handbook for parents in the summer term – a considerable challenge which will benefit us for the long term.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2016

We have worked to further develop our governance this year, and as the year drew to a close we launched a 'governor in depth' initiative, to mirror the 'learning in depth' programme that our pupils undertake, and to ensure that the key governance topics have nominated governors who become subject matter experts and apply the right long term focus.

Our teaching continued to reflect a wide range of cultures and promote British values, including a diverse range of assemblies exploring religions and practices in the UK.

Children generally exhibit high standards of behaviour, respond well to the school's behaviour system (class and Honour certificates) and demonstrate a considerate attitude to others. All children demonstrate an ability to keep themselves safe in classroom activities and areas such as road safety.

In conclusion, this has been a challenging but ultimately highly successful year, with much to be proud of.

Key Financial Performance Indicators

Financially the school has performed strongly over the year. As in each year of our operation while we are in this growth phase, the income and expenditure were very different to the previous year. Income was £900,100. Expenditure was £873,235. The surplus before actuarial losses was £146,337.

Our key performance indicators are the results of our Ofsted and Pikuach inspections, and in the results of our Phonics tests and reception Good Levels of Development. As we begin to have children moving into Key Stage 2 and ultimately moving on from our school, we will also gain further comparative data on attainment and development. As described above, all external data is highly encouraging.

Children achieved very good outcomes in the Early Years Foundation Stage, with numbers above the national level achieving a Good Level of Development. For the first year children undertook the Key Stage 1 SATs, with strong achievement in some areas. Result from the Year 1 phonics check continued to be significantly above national averages.

We have received a number of external monitoring visits which have indicated good progress against KPIs. Our attendance was at 97% for the year and pupil recruitment was 100%.

Going Concern

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

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2016

FINANCIAL REVIEW

Reserves Policy

The purpose of the reserves policy is to ensure the stability of the school's operations and to protect it in order to respond to changes in financial circumstances such as unexpected expenditure, emergencies or delays between spending and receipt of incoming resources. The policy is reviewed by the Finance Committee on an annual basis or sooner if warranted by internal or external requirements and is approved by the full Governing Body. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. Authorisation for use of the reserves will be made by the Governing body in line with the objects of the school.

At 31 August 2016 the total funds comprised:

Unrestricted	£180,887
Restricted: Fixed asset funds	£6,083,365
Pension reserve	£(79,000)
Other	£172,878

	£6,358,130
	=====

The Governors determined that the target level of free reserves for 2015-16 should be equivalent to one to two month's expenditure, judged to be between £50k and £100k. The level of unrestricted reserves as at 31 August 2016 was £181,000. A further £25,000 of funds which has been received by HMRC in respect of Gift Aid on contributions, is being held as restricted reserves in consideration of review of Gift Aid arrangements by HMRC. The additional build up of reserves is intended to underwrite any shortfall in funding development of our permanent site. We expect to hold a reserves level of not less than £90k by 31st August 2017.

Investment Policy

Under the Memorandum and Articles of Association, Alma Primary has the power to invest funds not immediately required for its own purposes, in any way the Governors see fit. The organisation has a positive cash balance to cover eventualities and unforeseen expenses. The banking facilities are reviewed on a regular basis. No funds were invested in 2016.

Principal Risks and Uncertainties

Alma Primary practices, through its Governing Body and the constituted subcommittees, risk management principles. Any major risks highlighted at any sub-committee are brought to the main Governing Body with proposed mitigating actions and they continue to be reported until the risk is adequately mitigated.

The Governing Body accepts managed risk as an inevitable part of its operations but maintains an objective not to run unacceptable levels of risk in any area. The subjective nature of this process requires major risks to be resolved by the Governing Body collectively, whilst more minor risks are dealt with by senior executive officers.

The principal financial risks are any shortfalls in future years' pupil numbers, reduction in central government funding, unbudgeted increase in teaching or support staff costs, or unbudgeted major capital repairs. It is the view of the Governing Body that the principal risks and uncertainties that Alma Primary faces are mitigated by the risk management process that Alma Primary has in place.

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Amongst the range of additional risks considered, during 2015-16 the Governors identified the following as key risks:

1. Issues with development mean that the permanent site is not accessible for Sept 2016 and there is a risk of further delays.
2. Failure to recruit, retain and develop high quality staff leading to decline in standards.
3. Failure to manage the finances of the school resulting in financial loss, potential for fraud and funding withdrawal
4. Failure to maintain positive reputation and/or distinct ethos through inadequate leadership and governance

The Governors put in place strategies, including monitoring procedures, liaison with the site developers and training in order to manage the risks.

PLANS FOR FUTURE PERIODS

Our key strategic aims for the coming year remain unchanged as above.

The key challenges we aim to address in the coming year are:

- Maintaining the high standards of teaching and learning as we move to our interim site, further developing our assessment system and practices.
- Embedding our new teachers and other members of staff, ensuring strong performance against objectives and values and the continued delivery of our ethos and values
- Working with our contractors to manage the planning and construction of our permanent home and the move to the new site.
- Developing closer relationships with our local community, and with other stakeholders particularly those of other faiths
- Maintaining a strong and inclusive learning community of children and parents
- Further developing our leadership and ensuring high quality practices across the whole curriculum, in line with the feedback from our Ofsted inspection.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

Alma Primary does not hold any funds on behalf of other organisations.

AUDITOR

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware
- 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 auditor, MHA MacIntyre Hudson, has indicated its willingness to continue in office. The designated trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Trustees' report, incorporating a Strategic Report, was approved by order of the Governing Body, as the company directors, on 15 December 2016 and signed on the Governing Body's behalf by:

David Steadman
Joint Chair of Trustees

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GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

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

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

GOVERNANCE

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 3 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustee	Meetings attended	Out of a possible
Natalie Grazin, Joint Chair	3	3
David Steadman, Joint Chair	3	3
Marc Shoffren, Principal and Accounting Officer	3	3
Noa Bladon	3	3
Martin Blain	3	3
Deborah Brooks	3	3
Emma Davies	3	3
Adam Goldin	3	3
Hithen Jethwa	3	3
Michelle Jacobs	3	3
Laura Sherling	3	3
Andrew Sutcliffe	3	3
Ilan Jacobs	3	3
Niki Jackson	2	3
Tabitha Sumberg	3	3
Edward Lewin	3	3
Richard Cornelius	2	3
David Grunwald	3	3

Six governors, Richard Cornelius, David Grunwald, Niki Jackson, Ilan Jacobs, Edward Lewin and Tabitha Sumberg were appointed in December 2015.

The Operations committee is a sub-committee of the main Governing Body, dealing with finance and general purposes. Its purpose is to assist the decision making of the governing body, by enabling more detailed consideration to be given to the best means of fulfilling the governing body's responsibility to ensure sound management of the Alma Primary's finances, estates and resources, including proper planning, monitoring and probity. It exercises the powers and duties of the Governing Body in respect of the financial, estates and resources administration of Alma Primary, except for those items specifically reserved for the Governing Body and those delegated to the Head teacher and other staff as described in the scheme of financial delegation.

The committee was chaired by Noa Bladon, who is a qualified accountant, during 2015/16. Ilan Jacobs was appointed Chair for the year 2016/17.

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GOVERNANCE STATEMENT (continued)

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
David Steadman	1	3
Marc Shoffren	2	3
Noa Bladon	3	3
Martin Blain	3	3
Tabitha Sumberg	2	3
Ilan Jacobs	1	2

REVIEW OF VALUE FOR MONEY

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

The accounting officer considers how the trust's use of its resources has provided good value for money during each academic year, and reports to the Governing Body where value for money can be improved, including the use of benchmarking data where appropriate. The Governing Body acknowledge their responsibility and accountability in the handling of public funds and are committed to achieving Best Value in all decisions made, delivering services to clear standards with continuous improvement covering both quality and cost. The accounting officer for the academy trust has delivered improved value for money during the year by:

- Retendering a variety of services, including cleaning services, telephony and broadband services for the new site and security costs.
- Tendered contracting of IT support services to improve delivery and better utilise staff time.
- Use of community purchasing club to reduce expenditure for paper goods and administrative resources.
- Monitoring outcomes and company performance with similar academies.

We aim to ensure the academy is using its resources effectively to meet the needs of all our students, including those for whom Pupil Premium is received and those with Special Educational Needs. Value for Money is monitored within the Governors Meetings with continuous improvement expected.

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Alma Primary for the year 1 September 2015 to 31 August 2016 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The board of trustees has reviewed the key risks to which the academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy's significant risks, that has been in place for the year 1 September 2015 to 31 August 2016 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

ALMA PRIMARY
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)

THE RISK AND CONTROL FRAMEWORK

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

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

The board of trustees has considered the need for a specific internal audit function and has decided to appoint Marian Escobar Reina, a chartered accountant, as a Responsible Officer ("RO").

The RO's role includes giving advice on financial matters and performing a range of checks on the academy's financial systems. On a termly basis, the RO reports to the board of trustees on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities. In particular the checks carried out in the current period included:

- testing the processing of payroll systems
- testing of bank reconciliations
- review of purchase systems in regard to agreement between orders and invoices

REVIEW OF EFFECTIVENESS

As Accounting Officer, the Headteacher 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 RO;
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the academy who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the board of trustees on 15 December 2016 and signed on their behalf, by:

David Steadman
Joint Chair of Trustees

Marc Shoffren
Accounting Officer

ALMA PRIMARY
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Alma Primary I have considered my responsibility to notify the academy trust board of trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2015.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2015.

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

Marc Shoffren
Accounting Officer

Date: 15 December 2016

ALMA PRIMARY
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2016

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies' Accounts Direction 2015 to 2016;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

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

David Steadman
Joint Chair of Trustees

Date:

ALMA PRIMARY
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ALMA PRIMARY

We have audited the financial statements of Alma Primary for the year ended 31 August 2016 which comprise the Statement of Financial Activities Incorporating Income and Expenditure Account, the balance sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Academies Accounts Direction 2015 to 2016 issued by the Education Funding Agency.

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

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS

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

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

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

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

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2016 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2015 to 2016 issued by the Education Funding Agency.

ALMA PRIMARY
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ALMA
PRIMARY**

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

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

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

Brendan Sharkey FCA (Senior Statutory Auditor)

for and on behalf of

MHA MacIntyre Hudson

Chartered Accountants
Statutory Auditors

Euro House
1394 High Road
London
N20 9YZ
Date:

ALMA PRIMARY
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO ALMA
PRIMARY AND THE EDUCATION FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 29 June 2015 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2015 to 2016, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Alma Primary during the year 1 September 2015 to 31 August 2016 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 Alma Primary and the EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Alma Primary and the EFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Alma Primary and the EFA, for our work, for this report, or for the conclusion we have formed.

**RESPECTIVE RESPONSIBILITIES OF ALMA PRIMARY'S ACCOUNTING OFFICER AND THE REPORTING
ACCOUNTANT**

The accounting officer is responsible, under the requirements of Alma Primary's funding agreement with the Secretary of State for Education dated 30 March 2012, and the Academies Financial Handbook extant from 1 September 2015, 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 2015 to 2016. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2015 to 31 August 2016 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 2015 to 2016 issued by the EFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

ALMA PRIMARY
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO ALMA
PRIMARY AND THE EDUCATION FUNDING AGENCY (continued)**

The work undertaken to draw to our conclusion includes:

- Reviewing the minutes of the meetings of the Governing Body and other evidence made available to us, relevant to our consideration of regularity;
- A review of the objectives and activities of the academy, with reference to the income streams and other information available to us as auditors of the academy;
- Testing a sample of payroll payments to staff;
- Testing a sample of payments to suppliers and other third parties
- Testing of a sample of grants received and other income streams; and
- Evaluating the internal control procedures and reporting lines, and testing as appropriate and making appropriate enquiries of the Accounting Officer.

CONCLUSION

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2015 to 31 August 2016 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Reporting Accountant

MHA MacIntyre Hudson

Chartered Accountants
Statutory Auditors

Euro House
1394 High Road
London
N20 9YZ

Date:

ALMA PRIMARY
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2016**

	Note	Unrestricted funds 2016 £	Restricted funds 2016 £	Restricted fixed asset funds 2016 £	Total funds 2016 £	Total funds 2015 £
INCOME FROM:						
Donations and capital grants	2	22,700	88,100	-	110,800	4,226,567
Charitable activities	4	10,505	728,191	1,725,559	2,464,255	883,122
Other trading activities	3	50,604	-	-	50,604	37,273
TOTAL INCOME		83,809	816,291	1,725,559	2,625,659	5,146,962
EXPENDITURE ON:						
Charitable activities		29,166	849,069	23,864	902,099	630,732
TOTAL EXPENDITURE	5	29,166	849,069	23,864	902,099	630,732
NET INCOME / (EXPENDITURE) BEFORE TRANSFERS						
Transfers between Funds	14	54,643	(32,778)	1,701,695	1,723,560	4,516,230
		-	119,472	(119,472)	-	-
NET INCOME BEFORE OTHER RECOGNISED GAINS AND LOSSES						
		54,643	86,694	1,582,223	1,723,560	4,516,230
Actuarial losses on defined benefit pension schemes	19	-	(65,000)	-	(65,000)	(1,000)
NET MOVEMENT IN FUNDS		54,643	21,694	1,582,223	1,658,560	4,515,230
RECONCILIATION OF FUNDS:						
Total funds brought forward		126,244	72,184	4,497,069	4,695,497	180,267
TOTAL FUNDS CARRIED FORWARD		180,887	93,878	6,079,292	6,354,057	4,695,497

The notes on pages 24 to 44 form part of these financial statements.

ALMA PRIMARY
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07958546

BALANCE SHEET
AS AT 31 AUGUST 2016

	Note	£	2016 £	£	2015 £
FIXED ASSETS					
Tangible assets	11		6,079,292		4,471,729
CURRENT ASSETS					
Debtors	12	167,954		31,835	
Cash		511,370		364,574	
			679,324	396,409	
CREDITORS: amounts falling due within one year	13	(325,559)		(163,641)	
NET CURRENT ASSETS			353,765		232,768
TOTAL ASSETS LESS CURRENT LIABILITIES			6,433,057		4,704,497
Defined benefit pension scheme liability	19		(79,000)		(9,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			6,354,057		4,695,497
FUNDS OF THE ACADEMY					
Restricted income funds:					
Restricted income funds	14	172,878		81,184	
Restricted fixed asset funds	14	6,079,292		4,497,069	
Restricted income funds excluding pension liability		6,252,170		4,578,253	
Pension reserve		(79,000)		(9,000)	
Total restricted income funds			6,173,170		4,569,253
Unrestricted income funds	14		180,887		126,244
TOTAL FUNDS			6,354,057		4,695,497

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

David Steadman
Joint Chair of Trustees

Marc Shoffren
Accounting Officer

The notes on pages 24 to 44 form part of these financial statements.

ALMA PRIMARY
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2016

	Note	2016 £	2015 £
Cash flows from operating activities			
Net cash provided by operating activities	16	<u>1,778,223</u>	<u>4,675,510</u>
Cash flows from investing activities:			
Purchase of tangible fixed assets		<u>(1,631,427)</u>	<u>(4,434,397)</u>
Net cash used in investing activities		<u>(1,631,427)</u>	<u>(4,434,397)</u>
Change in cash and cash equivalents in the year		146,796	241,113
Cash and cash equivalents brought forward		<u>364,574</u>	<u>123,461</u>
Cash and cash equivalents carried forward	17	<u><u>511,370</u></u>	<u><u>364,574</u></u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2016

1. 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.

1.1 Basis of preparation of financial statements

The financial statements of the academy trust, which is company limited by guarantee and 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 2015 to 2016 issued by EFA, the Charities Act 2011 and the Companies Act 2006.

Alma Primary constitutes a public benefit entity as defined by FRS 102.

First time adoption of FRS 102

These financial statements are the first financial statements of Alma Primary prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102) and the Charities SORP 2015 (SORP 2015). The financial statements of Alma Primary for the year ended 31 August 2015 were prepared in accordance with previous Generally Accepted Accounting Practice ('UK GAAP') and SORP 2005.

Some of the FRS 102 recognition, measurement, presentation and disclosure requirements and accounting policy choices differ from previous UK GAAP. Consequently, the Trustees have amended certain accounting policies to comply with FRS 102 and SORP 2015.

Reconciliations to previous UK GAAP for the comparative figures are included in note 22.

1.2 Going concern

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2016

1. ACCOUNTING POLICIES (continued)

1.3 Incoming resources

All incoming resources are recognised and included in the Statement of Financial Activities when the academy trust has entitlement to the funds, probability of receipt and the amount can be measured with sufficient reliability.

Grants Receivable

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

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

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

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the Statement of Financial Activities Incorporating Income and Expenditure Account in the period in which it is receivable, where there is probability of receipt and it is measurable.

Donations

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

Other income

Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

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 Incorporating Income and Expenditure Account, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's policies.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2016

1. ACCOUNTING POLICIES (continued)

1.4 Resources expended

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

Costs of generating funds

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

Charitable activities

These are costs incurred in the Academy Trust's educational operations.

All resources expended are inclusive of irrecoverable VAT.

1.5 Tangible fixed assets and depreciation

All assets costing more than £1,000 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 Incorporating Income and Expenditure Account 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 Incorporating Income and Expenditure Account. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

A review for impairment of 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 Incorporating Income and Expenditure Account.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings	-	Over five years
Equipment	-	Over three years
Assets under construction	-	Not depreciated until brought into use

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2016

1. ACCOUNTING POLICIES (continued)

1.6 Operating leases

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

1.7 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the academy; this is normally upon notification of the interest paid or payable by the bank.

1.8 Debtors and Creditors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Creditors are recognised when the academy trust has a present legal or constructive obligation resulting from a past event and the settlement is expected to result in an outflow of economic benefits.

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 Liabilities and provisions

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

1.11 Pensions

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 and the assets are held separately from those of the Academy Trust.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 19, 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2016

1. ACCOUNTING POLICIES (continued)

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 Incorporating Income and Expenditure Account 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 in the Statement of Financial Activities.

1.12 Leases

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

1.13 Fund accounting

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

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

Restricted general funds comprise all other restricted funds received and include grants from Education Funding Agency.

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

ALMA PRIMARY
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2016

1. ACCOUNTING POLICIES (continued)

1.14 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2013 has been used by the actuary in valuing the pensions liability at 31 August 2016. 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.

2. INCOME FROM DONATIONS AND CAPITAL GRANTS

	Unrestricted funds 2016 £	Restricted funds 2016 £	Restricted fixed asset funds 2016 £	Total funds 2016 £	Total funds 2015 £
Donations	22,700	88,100	-	110,800	76,567
Donation of assets by DfE/EFA	-	-	-	-	4,150,000
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total donations and capital grants	22,700	88,100	-	110,800	4,226,567
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

In 2015, of the total income from donations and capital grants, £76,567 was to unrestricted funds and £4,150,000 was to restricted funds

ALMA PRIMARY
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3. OTHER TRADING ACTIVITIES

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Uniform sales	4,945	-	4,945	2,326
Private sponsorship	-	-	-	2,152
Schools direct	-	-	-	12,000
School clubs	43,298	-	43,298	20,795
Camp income	2,361	-	2,361	-
	<u>50,604</u>	<u>-</u>	<u>50,604</u>	<u>37,273</u>

In 2015, of the total income from other trading activities, £22,947 was to unrestricted funds and £14,326 was to restricted funds.

4. CHARITABLE ACTIVITIES - FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
DfE/EFA grants				
General Annual Grant (GAG)	-	447,516	447,516	352,219
Other EFA/DfE grants	-	134,639	134,639	141,022
Capital grants	-	1,725,559	1,725,559	309,737
Project development grant	-	61,500	61,500	75,000
Pupil premium	-	3,300	3,300	-
	<u>-</u>	<u>2,372,514</u>	<u>2,372,514</u>	<u>877,978</u>
Other funding				
Other income	10,505	-	10,505	3,489
Catering income	-	-	-	125
Trip income	-	1,236	1,236	1,530
Temporary site funding	-	80,000	80,000	-
	<u>10,505</u>	<u>81,236</u>	<u>91,741</u>	<u>5,144</u>
Total	<u>10,505</u>	<u>2,453,750</u>	<u>2,464,255</u>	<u>883,122</u>

In 2015, of the total income from charitable activities, £3,614 was to unrestricted funds and £879,508 was to restricted funds.

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NOTES TO THE FINANCIAL STATEMENTS
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5. EXPENDITURE

	Staff costs 2016 £	Premises 2016 £	Other costs 2016 £	Total 2016 £	Total 2015 £
Educational operations:					
Direct costs	464,066	-	95,853	559,919	354,261
Support costs	60,760	77,633	203,787	342,180	276,471
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total	524,826	77,633	299,640	902,099	630,732
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

In 2016, of the total expenditure, £29,166 (2015 - £22,926) was to unrestricted funds and £863,860 (2015 - £607,806) was to restricted funds.

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6. CHARITABLE ACTIVITIES

	Total funds 2016 £	Total funds 2015 £
DIRECT COSTS - EDUCATIONAL OPERATIONS		
Wages and salaries	357,009	252,281
National insurance	30,289	23,397
Pension cost	67,288	44,974
Educational supplies	22,126	15,387
Staff development	4,896	2,701
Staff related insurance	7,184	3,616
Other direct costs	9,572	8,352
New build and moving costs	52,075	-
Supply staff costs	9,480	3,553
	559,919	354,261
SUPPORT COSTS - EDUCATIONAL OPERATIONS		
Wages and salaries	42,104	38,383
National insurance	3,180	2,345
Pension cost	14,946	11,416
Depreciation	23,864	23,869
Agency and other staff costs	18,050	10,886
Security	58,346	22,624
Technology costs	11,133	9,233
Educational consultancy	4,260	2,893
Maintenance of premises and equipment	40,024	13,286
Rent and rates	19,055	77,273
Energy	21,742	4,980
Insurance	785	1,883
Catering	40,472	27,806
Other support costs	31,503	15,840
Governance costs	12,716	13,753
	342,180	276,470
Total Academy's educational operations	902,099	630,731

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NOTES TO THE FINANCIAL STATEMENTS
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7. NET INCOMING RESOURCES/(RESOURCES EXPENDED)

This is stated after charging:

	2016	2015
	£	£
Depreciation of tangible fixed assets:		
- owned by the charity	23,864	23,869
Auditors' remuneration - audit	7,570	5,750
Auditors' remuneration - other services	2,185	3,731
	=====	=====

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FOR THE YEAR ENDED 31 AUGUST 2016

8. STAFF COSTS

Staff costs were as follows:

	2016	2015
	£	£
Wages and salaries	399,113	290,664
Social security costs	33,469	25,742
Operating costs of defined benefit pension schemes	82,234	56,390
	<hr/> 514,816	<hr/> 372,796
Supply teacher costs	9,480	14,439
Staff restructuring costs	530	-
	<hr/> 524,826 <hr/>	<hr/> 387,235 <hr/>

Staff restructuring costs comprise:

Severance payments	530	-
	<hr/> 530 <hr/>	<hr/> - <hr/>

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

	2016	2015
	No.	No.
Teachers	4	2
Administration and support	8	3
Management	4	3
	<hr/> 16 <hr/>	<hr/> 8 <hr/>

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

	2016	2015
	No.	No.
In the band £60,001 - £70,000	1	1

The above employee participated in the Teachers' Pension Scheme. During the year ended 31 August 2016, pension contributions for this staff member amounted to £11,437 (2015 - £9,802).

The key management personnel of the academy trust comprise the trustees and the Headteacher as detailed 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 £80,837 (2015 - £77,588).

NOTES TO THE FINANCIAL STATEMENTS
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9. TRUSTEES' REMUNERATION AND EXPENSES

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

		2016	2015
		£	£
Marc Shoffren remuneration	Remuneration	65,000-70,000	60,000-65,000
	Pension contributions paid	10,000-15,000	5,000-10,000

During the year, no Trustees received any reimbursement of expenses (2015 - £NIL).

10. TRUSTEES' AND OFFICERS' INSURANCE

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

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NOTES TO THE FINANCIAL STATEMENTS
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11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Land and Assets under construction £	Total £
Cost				
At 1 September 2015	12,755	63,951	4,434,396	4,511,102
Additions	-	13,745	1,617,682	1,631,427
At 31 August 2016	<u>12,755</u>	<u>77,696</u>	<u>6,052,078</u>	<u>6,142,529</u>
Depreciation				
At 1 September 2015	2,551	36,822	-	39,373
Charge for the year	2,551	21,313	-	23,864
At 31 August 2016	<u>5,102</u>	<u>58,135</u>	<u>-</u>	<u>63,237</u>
Net book value				
At 31 August 2016	<u>7,653</u>	<u>19,561</u>	<u>6,052,078</u>	<u>6,079,292</u>
At 31 August 2015	<u>10,204</u>	<u>27,129</u>	<u>4,434,396</u>	<u>4,471,729</u>

Additions in the year of £1,617,682 represents the costs of assets under construction at the Whetstone site, initially donated by Barnet local authority.

12. DEBTORS

	2016 £	2015 £
VAT repayable	125,251	6,792
Other debtors	568	137
Prepayments and accrued income	42,135	24,906
	<u>167,954</u>	<u>31,835</u>

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13. CREDITORS: Amounts falling due within one year

	2016	2015
	£	£
Trade creditors	14,246	9,761
Taxation and social security	21,061	13,450
EFA: VAT	228,934	22,040
Other creditors	36,395	7,164
Accruals and deferred income	24,923	111,226
	<hr/> 325,559 <hr/>	<hr/> 163,641 <hr/>
	2016	2015
	£	£
Deferred income		
Deferred income at 1 September 2015	98,292	12,954
Resources deferred during the year	21,796	98,292
Amounts released from previous years	(98,292)	(12,954)
	<hr/> 21,796 <hr/>	<hr/> 98,292 <hr/>

As at the balance sheet date the academy held funds in advance for a universal free school meals grant and funding for moving premises.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2016**

14. STATEMENT OF FUNDS

	Brought Forward £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
Unrestricted funds						
General funds	126,244	83,809	(29,166)	-	-	180,887
Restricted funds						
GAG	(18)	447,516	(447,498)	-	-	-
Other DfE/EFA grants	72,700	199,439	(247,512)	119,472	-	144,099
Other restricted funds	8,502	169,336	(149,059)	-	-	28,779
Pension reserve	(9,000)	-	(5,000)	-	(65,000)	(79,000)
	<u>72,184</u>	<u>816,291</u>	<u>(849,069)</u>	<u>119,472</u>	<u>(65,000)</u>	<u>93,878</u>
Restricted fixed asset funds						
Restricted fixed assets	4,497,069	1,725,559	(23,864)	(119,472)	-	6,079,292
Total restricted funds	<u>4,569,253</u>	<u>2,541,850</u>	<u>(872,933)</u>	<u>-</u>	<u>(65,000)</u>	<u>6,173,170</u>
Total of funds	<u><u>4,695,497</u></u>	<u><u>2,625,659</u></u>	<u><u>(902,099)</u></u>	<u><u>-</u></u>	<u><u>(65,000)</u></u>	<u><u>6,354,057</u></u>

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

The General Annual Grant (GAG) must be used for the normal running costs of the Academy. There is no restriction on the carry forward of GAG.

The unrestricted general funds represents funds available for the academy's unrestricted activities.

The other restricted funds relate to various school and educational restricted activities which are not funded by the General Annual Grant.

The defined benefit pension scheme relates to the pension deficit arising on the LGPS pension scheme. The fund is in deficit, but given the nature of the liability this is not payable immediately.

The restricted fixed asset fund relates to capital items. Capital grants must be used for the purchase of assets or improvements to premises as specified in the terms of the grants. Depreciation of tangible fixed assets is allocated to the fund.

Transfers of £119,472 to restricted funds from restricted fixed assets funds reflect the use of capital grants on restricted maintenance projects.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2016

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2016 £	Restricted funds 2016 £	Restricted fixed asset funds 2016 £	Total funds 2016 £	Total funds 2015 £
Tangible fixed assets	-	-	6,079,292	6,079,292	4,471,729
Current assets	205,887	473,437	-	679,324	396,409
Creditors due within one year	(25,000)	(300,559)	-	(325,559)	(163,641)
Pension deficit	-	(79,000)	-	(79,000)	(9,000)
	<u>180,887</u>	<u>93,878</u>	<u>6,079,292</u>	<u>6,354,057</u>	<u>4,695,497</u>

16. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2016 £	2015 £
Net income for the year (as per Statement of financial activities)	1,723,560	4,516,230
Adjustment for:		
Depreciation charges	23,864	23,869
(Increase)/decrease in debtors	(111,119)	30,792
Increase in creditors	136,918	101,619
FRS 102 adjustments	5,000	3,000
Net cash provided by operating activities	<u>1,778,223</u>	<u>4,675,510</u>

17. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2016 £	2015 £
Cash at bank and in hand	511,370	364,574
Total	<u>511,370</u>	<u>364,574</u>

18. CAPITAL COMMITMENTS

At 31 August 2016 the academy had capital commitments as follows:

	2016 £	2015 £
Contracted for but not provided in these financial statements	-	5,567

The Academy has committed to undertake capital works after the balance sheet date of £NIL (2015 - £5,567) at their Whetstone site.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2016

19. PENSION COMMITMENTS

The academy's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by London Borough of Barnet. Both are Multi-Employer Defined Benefit Pension Schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2013.

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

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

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

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

The employer's pension costs paid to TPS in the period amounted to £44,000 (2015 - £24,000).

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19. PENSION COMMITMENTS (continued)

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2016 was £41,000 (2015 - £35,000), of which employer's contributions totalled £33,000 (2015 - £28,000) and employees' contributions totalled £8,000 (2015 - £7,000). The agreed contribution rates for future years are 17.7% for employers and 5.5 - 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 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.

Principal actuarial assumptions:

	2016	2015
Discount rate for scheme liabilities	2.00 %	4.00 %
Rate of increase in salaries	4.10 %	4.50 %
Rate of increase in pensions	2.10 %	2.70 %
Commutation of pensions to lump sums pre April 2008	50.00 %	50.00 %
Commutation of pensions to lump sums post April 2008	50.00 %	50.00 %

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

	2016	2015
Retiring today		
Males	22.1	22.1
Females	24.4	24.4
Retiring in 20 years		
Males	24.2	24.2
Females	26.8	26.8

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19. PENSION COMMITMENTS (continued)

The academy's share of the assets in the scheme was:

	Fair value at 31 August 2016 £	Fair value at 31 August 2015 £
Equities	89,000	39,000
Bonds	27,000	19,000
Cash	1,000	-
Total market value of assets	<u>117,000</u>	<u>58,000</u>

The actual return on scheme assets from 1 September 2015 to 31 March 2016 was 3.7%.

The amounts recognised in the Statement of Financial Activities Incorporating Income and Expenditure Account are as follows:

	2016 £	2015 £
Current service cost (net of employee contributions)	(37,000)	(31,000)
Net interest cost	(1,000)	-
Total	<u>(38,000)</u>	<u>(31,000)</u>

The gains and losses for the current year are recognised in the Statement of Financial Activities.

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

	2016 £	2015 £
Opening defined benefit obligation	67,000	28,000
Current service cost	37,000	31,000
Interest cost	4,000	2,000
Contributions by employees	8,000	7,000
Actuarial losses/(gains)	80,000	(1,000)
Closing defined benefit obligation	<u>196,000</u>	<u>67,000</u>

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19. PENSION COMMITMENTS (continued)

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

	2016	2015
	£	£
Opening fair value of scheme assets	58,000	23,000
Interest	3,000	2,000
Actuarial gains and (losses)	15,000	(2,000)
Contributions by employer	33,000	28,000
Contributions by employees	8,000	7,000
	<hr/>	<hr/>
Closing fair value of scheme assets	117,000	58,000
	<hr/> <hr/>	<hr/> <hr/>

20. OPERATING LEASE COMMITMENTS

At 31 August 2016 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	Land and buildings		Other	
	2016	2015	2016	2015
	£	£	£	£
Amounts payable:				
Within 1 year	-	-	-	2,009
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

21. RELATED PARTY TRANSACTIONS

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

During the year First Aid Courses.Biz, a company in which Emma Davies, a trustee, has an interest, invoiced the Academy £450 (2015 - £Nil) in respect of first aid training. During the year Jonathan Sumberg Films, a company in which Tabitha Sumberg, a trustee, has an interest, invoiced the Academy £1,912 (2015 - £Nil) in respect of films made for the Academy.

At the balance sheet date £Nil (2015 - £Nil) was outstanding in respect of both transactions.

NOTES TO THE FINANCIAL STATEMENTS
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22. FIRST TIME ADOPTION OF FRS 102

It is the first year that the Academy Trust has presented its financial statements under SORP 2015 and FRS 102. The following disclosures are required in the year of transition. The last financial statements prepared under previous UK GAAP were for the year ended 31 August 2015 and the date of transition to FRS 102 and SORP 2015 was therefore 1 September 2014. As a consequence of adopting FRS 102 and SORP 2015, a number of accounting policies have changed to comply with those standards.

Reconciliations and descriptions of the effect of the transition to FRS 102 and SORP 2015 on total funds and net income/(expenditure) for the comparative period reported under previous UK GAAP and SORP 2005 are given below. There was no impact on reserves at 1 September 2014 or at 31 August 2015.

RECONCILIATION OF TOTAL FUNDS	Notes	1 September 2014 £	31 August 2015 £
Total funds under previous UK GAAP		180,268	4,695,498
Total funds reported under FRS 102		<u>180,268</u>	<u>4,695,498</u>

Reconciliation of net income	Notes	31 August 2015 £
Net income previously reported under UK GAAP		4,516,230
Net movement in funds reported under FRS 102		<u>4,516,230</u>

23. MEMBERS' LIABILITY

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/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.