

Registered number: 08228379

**CONTINU PLUS ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2016**



**CONTINU PLUS ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**REFERENCE AND ADMINISTRATIVE DETAILS  
FOR THE YEAR ENDED 31 AUGUST 2016**

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**Trustees**  
R Chadwick, Chair of Governor's and Registered Member<sup>1</sup>  
S Devo, Headteacher, ContinU Plus Academy<sup>1</sup>  
N Parker, Governor  
J Reilly, Governor and Registered Member  
D Kent, Governor<sup>1</sup>  
K Hateley, Governor (appointed 12 October 2015, resigned 3 October 2016)  
T Roberts, Governor (appointed 12 October 2015)  
M Loftus, Governor (appointed 8 September 2016)  
A Sewell, Governor (appointed 8 September 2016)  
A Adamo, Governor (appointed 8 September 2016)

<sup>1</sup> Resources and Structures Committee

**Company registered  
number**

08228379

**Company name**

ContinU Plus Academy Trust

**Principal and registered  
office**

Finepoint  
Finepoint Way  
Kidderminster  
Worcestershire  
DY11 7FB

**Senior management  
team**

S Devo, Headteacher  
M Venross, Assistant Head  
K Overton, Deputy Head  
K Challen, Assistant Head  
L Parrock, Behaviour Lead  
J Toyne, Head Teacher's PA & Support Lead

**Independent auditors**

Bishop Fleming LLP  
Chartered Accountants  
Statutory Auditors  
1-3 College Yard  
Worcester  
WR1 2LB

**Bankers**

Lloyds Bank  
25 Gresham Street  
London  
EC2V 7HN

**Solicitors**

Thursfields Solicitors  
42 Foregate Street  
Worcester  
WR1 1EF

**CONTINU PLUS ACADEMY TRUST  
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**TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 AUGUST 2016**

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The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2016. The annual report serves the purpose of both a Trustees' report, and a Directors' report under company law.

The Trust operates an academy for pupils aged 11 to 16 in Worcestershire. It has a pupil capacity of 120 and had a roll of 67 in the school census on 31 August 2016.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

The Academy Trust (incorporated on 25 September 2012 and opened on 1 September 2013) is a company limited by guarantee and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust.

The Trustees of ContinU Plus Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as ContinU Plus Academy.

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

**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 they ceased to be a member.

**Trustees' Indemnities**

Trustees benefit from indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as Directors of the Academy Trust. The limit of this indemnity is £3,000,000.

**TRUSTEES**

**Method of Recruitment and Appointment or Election of Trustees**

The ContinU Trust Board appointed Rob Chadwick (Director of the ContinU Trust) and Julie Reilly (Head Teacher of The Bewdley School) to represent the 7 ContinU schools on the board. Nick Parker (from Vestia Housing) and Derrin Kent, a local IT business provider, have been involved with supporting the ContinU Trust for many years and were appointed by the ContinU Trust to reflect community and business knowledge on the ContinU Plus Academy Board of Trustees. During the year a new Staff Governor, Tracey Roberts, was elected unopposed following the resignation Kim Sarson. Robert Chadwick was subsequently elected Chair of Governors by the ContinU Plus Academy Board.

**Policies and Procedures Adopted for the Induction and Training of Trustees**

The Academy continues to procure Governor Support Services provided by Worcestershire County Council, the Local Authority. Additional training is provided as required, based on individual or collective need. External advice and support is commissioned where necessary.

**CONTINU PLUS ACADEMY TRUST  
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**TRUSTEES' REPORT (continued)  
FOR THE YEAR ENDED 31 AUGUST 2016**

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**Organisational Structure**

The Board of Trustees normally meets once each term. The Board establishes an overall framework for the governance of the Academy and determines membership, terms of reference and procedures of Committees and other groups. It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale.

There is one subcommittee as follows;

- **Resources and Structures Committee** - this meets at least four times a year and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements and reporting, receiving reports from the Internal Auditor and drafting the annual budget including setting staffing levels. It also incorporates the role of an Audit Committee.

The following decisions are reserved to the Board of Trustees: to consider any proposals for changes to the status or constitution of the Academy and its Committee structure, to appoint or remove the Chairman and/or Vice Chairman, to appoint the Headteacher and Clerk to the Trustees, to approve the Annual Development Plan and budget.

The Trustees are responsible for setting general policy, adopting an annual plan and budget, approving the statutory accounts, monitoring the Academy by the use of budgets and other data, and making major decisions about the direction of the Academy, capital expenditure and staff appointments.

The Academy has a leadership structure which consists of the Trustees, The Senior Leadership Team and Team Leaders. The aim of the leadership structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Senior Leadership Team (SLT) consists of the Headteacher, two Assistant Headteachers, a Behavioural Lead and the Headteacher's PA. The SLT controls the Academy at an executive level, implementing the policies laid down by the Trustees and reporting back to them. The Headteacher is responsible for the authorisation of spending within agreed budgets; a summary of this is in the Scheme of Delegation. Some spending control is devolved to Budget Holders which must be authorised in line with the Scheme of Delegation. The Headteacher is responsible for the appointment of staff, though appointment panels for teaching posts always include a Governor.

The Headteacher is the Accounting Officer.

**Arrangements for Setting Pay and Remuneration of Key Management Personnel**

The Trustees consider the Board of Trustees and the Senior Leadership Team; comprising of the key management personnel of the Academy, in charge of directing and controlling, running and operating the Trust on a day to day basis. All Trustees give their time freely and no Trustee received remuneration in the year.

Details of Trustees' expenses and related party transactions are disclosed in the notes to the accounts.

The pay of key management personnel is reviewed annually and normally increased in accordance with average earnings.

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

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**RELATED PARTIES AND OTHER CONNECTED CHARITIES AND ORGANISATIONS**

The Academy Trust works in partnership with other schools within the ContinU Trust and other private sector organisations to further the aims of the Trust.

As a result of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which a Trustee has an interest.

ContinU Trust is deemed to be a related party due to J E Reilly and R Chadwick being Trustees of both companies during the year.

D Kent, Managing Director of The Development Manager is also deemed to be a related party.

There are no related parties which either control or significantly influence the decisions and operations of ContinU Plus Academy and all transactions are undertaken at arm's length in the normal course of activities, so are not disclosed in these financial statements. There are no sponsors or formal Parent Teacher Associations associated with the Academy.

**OBJECTIVES AND ACTIVITIES**

**Objects and Aims**

The ContinU Plus Academy is committed to working with young people who are excluded, or at risk of exclusion, from our consortium of schools and to proactively target post 16 destinations. We will support young people with multiple barriers to education and work; with health, behavioural, education and psychological problems and young people from dysfunctional families who often lead chaotic lifestyles. We will work directly with these young people, their families and our consortium of schools. We will engage support from our existing and comprehensive network of partners in education, training, health, benefits and judicial system to support our students in becoming active citizens, exercising choices in their lives and taking a full part in society.

The ContinU Plus Academy offer is a curriculum that combines the development of personal and social skills with employability skills that are linked to the motivational/vocational interests of young people. This allows young people to learn the skills required to manage their work, their lives and their relationships.

Young people are empowered by this curriculum approach and develop a sense of ownership of their learning. This is highly motivating and is further enhanced by the sense of achievement when students gain accreditation for learning in the activities in which they are involved.

Learning provision is personalised around the needs of individual students and they will be supported to choose a learning programme which matches their motivation, interest and personal learning style.

**CONTINU PLUS ACADEMY TRUST  
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**TRUSTEES' REPORT (continued)  
FOR THE YEAR ENDED 31 AUGUST 2016**

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**Objectives, Strategies and Activities**

The ContinU Trust is passionate about working with some of the most disadvantaged and disenfranchised young people and young adults in our school communities. We support them to take control of their lives, develop the range of academic, vocational and life skills required in today's complex world and to make the most of the opportunities available to them.

The ContinU Plus Academy will allow The ContinU Trust to extend the depth and breadth of the provision to better meet the needs of young people and increase their educational outcomes and life chances. It will allow us to make long term investments in improving the wellbeing of our learners and further develop our academic and vocational offer for excluded students while meeting the evidenced demand and aspirations of parents and carers for quality Alternative Provision in the area.

Our school is integrated into ContinU Trust's partnership infrastructure, drawing on support and access to shared services and shared curriculum opportunities such as GCSE tuition. All the feed secondary schools are ContinU Trust Members and fully support the ContinU Plus Academy.

Our distinctive approach to Alternative Provision is firmly based on addressing the personal, social, core and vocational skills of our learners. We employ a personalised approach with agreed Individual Learning Plan for each young person. These use structured, supported activities to develop, deliver and accredit the range of academic, personal, social and employability skills required by young people to take control of their lives and make the transition back into mainstream education, further education, training or employment. It also delivers value for money by providing a specialised Alternative Provision service utilising a range of appropriate specialised staff and high quality, but relatively low cost, premises.

**Public Benefit**

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy's aims and objectives and in planning its future activities.

**STRATEGIC REPORT**

**Achievements and Performance**

The Secretary of State for Education gave his approval to open the ContinU Plus Academy in September on 13th August 2013.

The Academy has its first Ofsted on 29th and 30th April 2015 and was graded GOOD.

The ContinU Plus Academy has facilitated accelerated student progress with 74% of it's pupils making or exceeding national progress targets. 27% have closed the disengagement gap which grew post KS2 testing, prior to CPA admissions. In the year 2015-16 attendance grew to 80%, the average stress decrease measured by the SDQ questionnaire was 40%, and the school saw a 27% reduction in behaviour incidents.

100% of our pupils achieved at least 1 A-G at GCSE, 94% achieved 3 A-G, and 83% received an A-G in English, Maths and Science. 41% achieved at least 1 grade C.

Our targets next year are even more aspirational.

**Key Performance Indicators**

Analysis of the Academies financial performance was undertaken by examination of the following:

- The work of the Responsible Officer
- The work of the External Auditor
- The financial, management and governance process

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

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**Going Concern**

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

**FINANCIAL REVIEW**

**Financial Review**

Most of the Academy's income is obtained from the DfE via the EFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2016 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the DfE which are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Academy's accounting policies.

During the year ended 31 August 2016, the Academy received total income of £1,765,629 and incurred total expenditure of £1,769,981. The excess of expenditure over income for the year was £4,352.

At 31 August 2016 the net book value of fixed assets was £4,297,498 and movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

Key financial policies reviewed during the year include the Finance Policy which lays out the framework for financial management, including financial responsibilities of the Board, Head Teacher, managers, budget holders and other staff, as well as delegated authority for spending.

**Reserves Policy**

The Trustees review the reserve levels of the Academy annually. The Trustees have determined that the appropriate level of free reserves should be £100,000; maintaining a sum equivalent to one month's payroll.

The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies.

The Academy's free reserves as at 31st August 2016 were £171,158 (2015: £19,229). The Academy intends to maintain reserves at £100,000.

The defined benefit pension scheme reserve has a negative balance. The effect of the deficit position of the pension scheme is that the Academy Trust is paying higher employers' pension contributions over a period of years. The higher employers' pension contributions will be met from the Academy Trust's budgeted annual income. Whilst the deficit will not be immediately eliminated, there should be no actual cash flow deficit on the fund, nor any direct impact on the free reserves of the Academy Trust.

**Principal Risks And Uncertainties**

The Academy has agreed a Risk Management Strategy, a Risk Register and a Risk Management Plan. These have been discussed by Trustees and include the financial risks to the Academy. The register and plan are regularly reviewed in light of any new information and formally reviewed annually.

The Board of Trustees recognises that the defined benefit pension scheme deficit (Local Government Pension Scheme), which is set out in Note 20 to the financial statements, represents a significant potential liability. However as the Trustees consider that the Academy is able to meet its known annual contribution commitments for the foreseeable future, this risk from this liability is minimised.



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

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**PLANS FOR FUTURE PERIODS**

The Academy will continue to strive to provide outstanding education and improve the levels of performance of its pupils at all levels. The Academy will continue to aim to attract high quality teachers and support staff in order to deliver its objectives.

**AUDITORS**

In so far as the Trustees are aware:

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

The auditors, Bishop Fleming LLP, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

Trustees' report, incorporating a strategic report, approved by order of the Board of Trustees, as company directors, on 5th December 2016 and signed on the board's behalf by:



**R Chadwick  
Chair of Trustees**

**CONTINU PLUS ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT**

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**SCOPE OF RESPONSIBILITY**

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

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

**GOVERNANCE**

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The Board of Trustees has formally met 5 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
R Chadwick	4	5
S Devo	5	5
N Parker	2	5
J Reilly	3	5
D Kent	3	5
K Hateley	4	5
T Roberts	5	5

The Resources and Structures Committee is a Committee of the main governing body. Its purpose is to maintain a continuing review of the financial affairs of the Academy. Using this information it is the Committee's duty to make appropriate recommendations to the Full Governing Body.

The responsibilities of the Resources and Structures Committee include; reviewing and providing a recommendation to the Full Governing Body for the annual budget and the business plan proposed by the Headteacher, the monitoring of staffing structures and the curriculum costs and to oversee the health and safety and premises development plans.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
R Chadwick	3	3
S Devo	3	3
D Kent	3	3
T Roberts	3	3

In line with the Trust's organisational structure the Resources and Structures Committee should meet at least four times a year, however the meeting scheduled for 16th May 2016 was cancelled pending the outcome of negotiations for additional income for placements, so only three meetings took place in the year.

**REVIEW OF VALUE FOR MONEY**

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

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

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**GOVERNANCE STATEMENT (continued)**

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- Robust financial governance and budget management.
- Value for money purchasing in particular in respect of bringing student transport in house to ensure delivery of a flexible service that works effectively for students and staff.
- Reviewing controls and managing risk.
- Considering allocation/targeting/use of resources to improve the outcomes of individual students
- Deploying staff effectively

**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 Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in ContinU Plus Academy Trust 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 Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust'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.

**THE RISK AND CONTROL FRAMEWORK**

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- regular reviews by the Resources and Structures 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 Sally Gill, Finance Manager at Haybridge High School, a ContinU Trust school, as internal auditor.

The Internal Auditor's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. In particular the checks carried out in the current period included:

- Testing of payroll systems
- Testing of purchase systems
- Testing of bank account reconciliations

On an annual basis the Internal Auditor reports to the Board of Trustees, through the Resources and Structures Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

**CONTINU PLUS ACADEMY TRUST  
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**GOVERNANCE STATEMENT (continued)**

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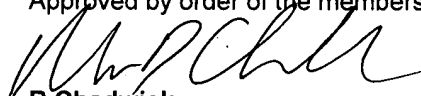
**REVIEW OF EFFECTIVENESS**

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:

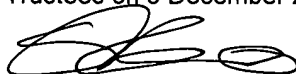
- the work of the internal auditor;
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Internal Auditor 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 5 December 2016 and signed on their behalf, by:



**R Chadwick  
Chair of Trustees**



**S Devo  
Accounting Officer**

**CONTINU PLUS ACADEMY TRUST  
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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of ContinU Plus Academy Trust 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.



**S Devo  
Accounting Officer**

**CONTINU PLUS ACADEMY TRUST  
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**STATEMENT OF TRUSTEES' RESPONSIBILITIES  
FOR THE YEAR ENDED 31 AUGUST 2016**

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The Trustees (who act as governors of ContinU Plus Academy Trust 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:



**R Chadwick  
Chair of Trustees**

Date: 5/12/16

**CONTINU PLUS ACADEMY TRUST  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE BOARD OF TRUSTEES  
OF CONTINU PLUS ACADEMY TRUST**

We have audited the financial statements of ContinU Plus Academy Trust for the year ended 31 August 2016 which comprise the Statement of financial activities, 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 Academy's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Academy's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy and its members, as a body, for our audit work, for this report, or for the opinion we have formed.

**RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS**

As explained more fully in the 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 Academy'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.

**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.

**CONTINU PLUS ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE BOARD OF TRUSTEES  
OF CONTINU PLUS ACADEMY TRUST**

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**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

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

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



Andrew Wood FCCA (Senior Statutory Auditor)

for and on behalf of

**Bishop Fleming LLP**

Chartered Accountants

Statutory Auditors

1-3 College Yard

Worcester

WR1 2LB

Date: *9<sup>th</sup> December 2016*



**CONTINU PLUS ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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In accordance with the terms of our engagement letter dated 21 September 2016 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 ContinU Plus Academy Trust 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 ContinU Plus Academy Trust and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to ContinU Plus Academy Trust and EFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than ContinU Plus Academy Trust and EFA, for our work, for this report, or for the conclusion we have formed.

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

The accounting officer is responsible, under the requirements of ContinU Plus Academy Trust's funding agreement with the Secretary of State for Education dated 13 August 2013, and the Academies Financial Handbook extant from 1 September 2014, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 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 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.

Our work on regularity included a review of the internal controls policies and procedures that have been implemented and an assessment of their design and effectiveness to understand how the academy complied with the framework of authorities. We also reviewed the reports commissioned by the trustees to assess the internal controls throughout the year.

We performed detailed testing based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit on the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

**CONTINU PLUS ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**CONCLUSION**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the 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.



Andrew Wood FCCA (Reporting Accountant)

**Bishop Fleming LLP**  
Chartered Accountants  
Statutory Auditors  
1-3 College Yard  
Worcester  
WR1 2LB

Date: *9th December 2016* .

**CONTINU PLUS ACADEMY TRUST  
(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 £
<b>INCOME AND ENDOWMENTS FROM:</b>						
Donations and capital grants	2	200	-	60,695	60,895	260,000
Charitable activities	5	365	1,703,283	-	1,703,648	1,681,869
Other trading activities	3	770	-	-	770	20
Investments	4	316	-	-	316	350
<b>TOTAL INCOME AND ENDOWMENTS</b>		<b>1,651</b>	<b>1,703,283</b>	<b>60,695</b>	<b>1,765,629</b>	<b>1,942,239</b>
<b>EXPENDITURE ON:</b>						
Charitable activities		1,651	1,657,070	111,260	1,769,981	1,887,372
<b>TOTAL EXPENDITURE</b>	6	<b>1,651</b>	<b>1,657,070</b>	<b>111,260</b>	<b>1,769,981</b>	<b>1,887,372</b>
<b>NET INCOME / (EXPENDITURE) BEFORE TRANSFERS</b>						
Transfers between Funds	16	-	46,213	(50,565)	(4,352)	54,867
		-	66,716	(66,716)	-	-
<b>NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES</b>						
		-	112,929	(117,281)	(4,352)	54,867
Actuarial losses on defined benefit pension schemes	20	-	(339,000)	-	(339,000)	(6,000)
<b>NET MOVEMENT IN FUNDS</b>		<b>-</b>	<b>(226,071)</b>	<b>(117,281)</b>	<b>(343,352)</b>	<b>48,867</b>
<b>RECONCILIATION OF FUNDS:</b>						
Total funds brought forward		-	(284,771)	4,414,779	4,130,008	4,081,141
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>-</b>	<b>(510,842)</b>	<b>4,297,498</b>	<b>3,786,656</b>	<b>4,130,008</b>

The notes on pages 20 to 37 form part of these financial statements.

**CONTINU PLUS ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)  
REGISTERED NUMBER: 08228379**

**BALANCE SHEET  
AS AT 31 AUGUST 2016**

	Note	£	2016 £	£	2015 £
<b>FIXED ASSETS</b>					
Tangible assets	13		4,297,498		4,357,961
<b>CURRENT ASSETS</b>					
Debtors	14	81,956		56,984	
Cash at bank and in hand		261,029		168,503	
		<u>342,985</u>		<u>225,487</u>	
<b>CREDITORS:</b> amounts falling due within one year	15	(171,827)		(149,440)	
<b>NET CURRENT ASSETS</b>			<u>171,158</u>		<u>76,047</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>4,468,656</u>		<u>4,434,008</u>
Defined benefit pension scheme liability	20	(682,000)		(304,000)	
<b>NET ASSETS INCLUDING PENSION SCHEME LIABILITIES</b>			<u><u>3,786,656</u></u>		<u><u>4,130,008</u></u>
<b>FUNDS OF THE ACADEMY TRUST</b>					
Restricted income funds:					
General funds	16	171,158		19,229	
Fixed asset funds	16	4,297,498		4,414,779	
Restricted income funds excluding pension liability		<u>4,468,656</u>		<u>4,434,008</u>	
Pension reserve		(682,000)		(304,000)	
Total restricted income funds			<u><u>3,786,656</u></u>		<u><u>4,130,008</u></u>
<b>TOTAL FUNDS</b>			<u><u>3,786,656</u></u>		<u><u>4,130,008</u></u>

The financial statements were approved by the Trustees, and authorised for issue, on 5 December 2016 and are signed on their behalf, by:



**R Chadwick  
Chair of Trustees**

The notes on pages 20 to 37 form part of these financial statements.

**CONTINU PLUS ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2016**

	Note	2016 £	2015 £
<b>Cash flows from operating activities</b>			
Net cash provided by/(used in) operating activities	18	<u>78,076</u>	<u>(127,111)</u>
<b>Cash flows from investing activities:</b>			
Interest received		316	350
Proceeds from the sale of tangible fixed assets		26,000	-
Purchase of tangible fixed assets		(76,797)	(287,448)
Capital grants from DfE/EFA		64,931	260,000
<b>Net cash provided by/(used in) investing activities</b>		<u>14,450</u>	<u>(27,098)</u>
<b>Change in cash and cash equivalents in the year</b>		<b>92,526</b>	<b>(154,209)</b>
Cash and cash equivalents brought forward		<u>168,503</u>	<u>322,712</u>
<b>Cash and cash equivalents carried forward</b>		<u><u>261,029</u></u>	<u><u>168,503</u></u>

**CONTINU PLUS ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**1. ACCOUNTING POLICIES**

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), judgments 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 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.

ContinU Plus Academy Trust 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 ContinU Plus Academy Trust 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 ContinU Plus Academy Trust 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. The Trustees have also taken advantage of certain exemptions from the requirements of FRS 102 permitted by FRS 102 Chapter 35 'Transition to this FRS'.

Reconciliations to previous UK GAAP for the comparative figures are included in note 24.

**1.2 FUND ACCOUNTING**

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

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

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder and include grants from the Department for Education.

Transfers are made between restricted funds and restricted fixed asset funds where restricted funds are used to purchase fixed assets.

**CONTINU PLUS ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**1. ACCOUNTING POLICIES (continued)**

**1.3 INCOME**

All income is recognised once the Academy has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

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

General Annual Grant is recognised in full in the Statement of financial activities in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted fixed asset fund.

**1.4 EXPENDITURE**

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

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

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 GOING CONCERN**

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

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**1. ACCOUNTING POLICIES (continued)**

**1.6 TANGIBLE FIXED ASSETS AND DEPRECIATION**

All assets costing more than £1,000 capitalised.

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

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.

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:

Freehold property	-	50 years straight line basis/ land is not depreciated
Motor vehicles	-	5 years straight line basis
Office equipment	-	3 - 5 years straight line basis
Computer equipment	-	3 years straight line basis

**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 TAXATION**

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



**CONTINU PLUS ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**1. ACCOUNTING POLICIES (continued)**

**1.9 DEBTORS**

Trade and other debtors with no stated interest rate and due within one year are recorded at the amount of the cash or other consideration expected to be received. Prepayments are valued at the amount paid.

**1.10 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 and cash on deposit that has a notice period of less than 30 days.

**1.11 LIABILITIES AND PROVISIONS**

Liabilities and provisions 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.

**1.12 FINANCIAL INSTRUMENTS**

Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as either financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities. Financial instruments includes cash at bank, trade debtors, accrued income from financial instruments (comprising dividends and interest due from investments), trade creditors and accrued expenditure.

**1.13 PENSIONS**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 20, 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.

**CONTINU PLUS ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**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 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.

**1.14 CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGMENT**

Estimates and judgments 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 20, 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**

	<b>Unrestricted funds 2016 £</b>	<b>Restricted funds 2016 £</b>	<b>Restricted fixed asset funds 2016 £</b>	<b>Total funds 2016 £</b>	<b>Total funds 2015 £</b>
Donations of fixed assets	<u>200</u>	<u>-</u>	<u>60,695</u>	<u>60,895</u>	<u>260,000</u>

In 2015, the total income from donations and capital grants of £260,000 was restricted.

**CONTINU PLUS ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**3. OTHER TRADING ACTIVITIES**

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Trip income	770	-	770	20

In 2015, the total income from other trading activities of £20 was unrestricted.

**4. INVESTMENT INCOME**

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Bank interest	316	-	316	350

In 2015, the total investment income of £350 was unrestricted.

**5. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS**

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
<b>DfE/EFA grants</b>				
Capital Grants	-	4,236	4,236	5,864
General Annual Grant	-	946,517	946,517	803,430
Start up Grants	-	72,500	72,500	103,500
Other DfE/EFA grants	-	18,104	18,104	7,636
	-	1,041,357	1,041,357	920,430
<b>Other government grants</b>				
Other Government grants non capital	-	116,832	116,832	201,788
	-	116,832	116,832	201,788
<b>Other funding</b>				
Sales to students	365	-	365	-
WHP and AWPU funding	-	545,094	545,094	559,651
	365	545,094	545,459	559,651
	365	1,703,283	1,703,648	1,681,869

In 2015, the total income from charitable activities of £1,681,869 was restricted.

**CONTINU PLUS ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**6. EXPENDITURE**

	Staff costs 2016 £	Premises 2016 £	Other costs 2016 £	Total 2016 £	Total 2015 £
Education:					
Direct costs	972,114	82,327	221,597	1,276,038	1,377,560
Support costs	168,588	69,613	255,742	493,943	504,812
	<u>1,140,702</u>	<u>151,940</u>	<u>477,339</u>	<u>1,769,981</u>	<u>1,882,372</u>

In 2015, of the total expenditure £1,882 was to unrestricted funds, £1,778,437 was to restricted funds and £102,053 was to restricted fixed asset funds.

**7. DIRECT COSTS**

	Total 2016 £	Total 2015 £
Pension finance costs	7,900	7,700
Educational supplies	151,656	212,320
Staff training costs	12,559	8,285
Other costs	16,141	16,004
Supply teachers	71,733	31,305
Technology costs	4,408	911
Loss on disposal of fixed assets	7,007	-
Wages and salaries	721,395	814,479
National insurance	51,832	51,188
Pension cost	127,154	137,665
Depreciation	104,253	102,053
	<u>1,276,038</u>	<u>1,381,910</u>

**CONTINU PLUS ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**8. SUPPORT COSTS**

	<b>Total 2016 £</b>	<b>Total 2015 £</b>
Pension finance costs	2,100	1,300
Other costs	760	112
Supply support staff	41,770	11,211
Recruitment and support	19,307	13,794
Maintenance of premises and equipment	13,033	13,275
Cleaning	21,176	22,197
Rent and rates	11,047	22,344
Energy costs	22,314	20,570
Insurance	9,189	25,982
Security and transport	21,153	47,036
Catering	53,359	68,949
Technology costs	24,144	17,766
Office overheads	16,371	18,058
Legal and professional	101,166	117,834
Bank interest and charges	28	25
Governance	10,208	9,942
Wages and salaries	103,872	79,193
National insurance	4,567	3,312
Pension cost	18,379	12,562
	<u>493,943</u>	<u>505,462</u>

**9. NET INCOMING RESOURCES/(RESOURCES EXPENDED)**

This is stated after charging:

	<b>2016 £</b>	<b>2015 £</b>
Depreciation of tangible fixed assets:		
- owned by the charity	104,253	102,053
Auditors' remuneration - audit	8,475	8,475
Auditors' remuneration - other services	1,550	1,200
	<u>114,278</u>	<u>111,728</u>

**CONTINU PLUS ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

**10. STAFF COSTS**

Staff costs were as follows:

	<b>2016</b>	2015
	£	£
Wages and salaries	<b>825,267</b>	893,672
Social security costs	<b>56,399</b>	54,500
Operating costs of defined benefit pension schemes	<b>145,533</b>	150,227
	<u><b>1,027,199</b></u>	<u>1,098,399</u>
Supply staff costs	<b>113,503</b>	42,516
Staff restructuring costs	-	10,650
	<u><b>1,140,702</b></u>	<u>1,151,565</u>

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

	<b>2016</b>	2015
Management	<b>5</b>	5
Teachers	<b>6</b>	6
Support staff	<b>31</b>	25
	<u><b>42</b></u>	<u>36</u>

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

	<b>2016</b>	2015
In the band £60,001 - £70,000	<b>1</b>	0

The key management personnel of the Academy trust comprise the Trustees (who do not receive remuneration for their role as Trustees) and the Senior Management Team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Academy trust was £213,716 (2015: £165,668).

As staff trustees are not remunerated in respect of their role as a trustee, where staff trustees do not form part of the key management personnel other than in their role as trustee, their remuneration as set out in note 11 has not been included in the total benefits received by key management personnel above. Note 11 is the trustee remuneration disclosure note.

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**11. TRUSTEES' REMUNERATION AND EXPENSES**

The Headteacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff, and not in respect of their services as Trustees. Other Trustees did not receive any payments, other than expenses, from the Academy in respect of their role as Trustees. The value of Trustees' remuneration and other benefits in the year was as follows: S Devo: Remuneration £60,000 - £65,000 (2015: £55,000 - £60,000) and Employers pension contributions £5,000 - £10,000 (2015: £5,000 - £10,000).

During the year retirement benefits were accruing to 2 Trustees (2015: 2) in respect of defined benefit pension schemes.

During the year ended 31 August 2016, no Trustees received any benefits in kind (2015: £Nil).  
 During the year, reimbursement of expenses totalling £263 were reimbursed to 2 Trustees (2015: £152).

**12. TRUSTEES' AND OFFICERS' INSURANCE**

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £3,000,000 on any one claim and the cost for the year ended 31 August 2016 was £1,403 (2015: £1,953).

**13. TANGIBLE FIXED ASSETS**

	Freehold land and buildings £	Motor vehicles £	Office equipment £	Computer equipment £	Total £
<b>COST</b>					
At 1 September 2015	4,376,342	59,393	25,276	10,875	4,471,886
Additions	60,695	6,800	9,302	-	76,797
Disposals	-	(52,385)	-	-	(52,385)
At 31 August 2016	<u>4,437,037</u>	<u>13,808</u>	<u>34,578</u>	<u>10,875</u>	<u>4,496,298</u>
<b>DEPRECIATION</b>					
At 1 September 2015	82,327	10,136	12,719	8,743	113,925
Charge for the year	82,327	12,332	7,462	2,132	104,253
On disposals	-	(19,378)	-	-	(19,378)
At 31 August 2016	<u>164,654</u>	<u>3,090</u>	<u>20,181</u>	<u>10,875</u>	<u>198,800</u>
<b>NET BOOK VALUE</b>					
At 31 August 2016	<u>4,272,383</u>	<u>10,718</u>	<u>14,397</u>	<u>-</u>	<u>4,297,498</u>
At 31 August 2015	<u>4,294,015</u>	<u>49,257</u>	<u>12,557</u>	<u>2,132</u>	<u>4,357,961</u>

Included in freehold land and buildings at the year end is land costing £260,000 (2015: £260,000).

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**14. DEBTORS**

	2016 £	2015 £
Trade debtors	10,438	-
Prepayments and accrued income	26,669	25,392
VAT recoverable	18,849	31,592
Grants receivable	26,000	-
	<u>81,956</u>	<u>56,984</u>

**15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2016 £	2015 £
Trade creditors	76,091	50,150
Other taxation and social security	18,195	15,892
Other creditors	14,923	15,109
Accruals and deferred income	62,618	68,289
	<u>171,827</u>	<u>149,440</u>

	2016 £	2015 £
<b>DEFERRED INCOME</b>		
Deferred income at 1 September 2015	38,322	935
Resources deferred during the year	37,434	38,322
Amounts released from previous years	(38,322)	(935)
Deferred income at 31 August 2016	<u>37,434</u>	<u>38,322</u>

Income has been deferred based on the year to which it relates. At the balance sheet date the Academy was holding funds received in advance for WHP salaries, rates relief, LGPS fund deficit and devolved capital.



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**16. STATEMENT OF FUNDS**

	Brought Forward £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
<b>UNRESTRICTED FUNDS</b>						
General funds	-	1,651	(1,651)	-	-	-
<b>RESTRICTED FUNDS</b>						
General Annual Grant (GAG)	1,714	955,271	(888,971)	66,716	-	134,730
Pupil Premium (PP)	-	9,350	(9,350)	-	-	-
Start Up Grant (SUG)	17,515	72,500	(53,587)	-	-	36,428
Other DfE/EFA grants	-	4,236	(4,236)	-	-	-
Other income	-	661,926	(661,926)	-	-	-
Pension reserve	(304,000)	-	(39,000)	-	(339,000)	(682,000)
	<u>(284,771)</u>	<u>1,703,283</u>	<u>(1,657,070)</u>	<u>66,716</u>	<u>(339,000)</u>	<u>(510,842)</u>
<b>RESTRICTED FIXED ASSET FUNDS</b>						
Fixed assets purchased from GAG and other restricted funds	63,946	-	(7,007)	(56,939)	-	-
DfE/EFA capital grants	4,090,833	-	(104,253)	(9,777)	-	3,976,803
Fixed assets donated by EFA	260,000	60,695	-	-	-	320,695
	<u>4,414,779</u>	<u>60,695</u>	<u>(111,260)</u>	<u>(66,716)</u>	<u>-</u>	<u>4,297,498</u>
Total restricted funds	<u>4,130,008</u>	<u>1,763,978</u>	<u>(1,768,330)</u>	<u>-</u>	<u>(339,000)</u>	<u>3,786,656</u>
Total of funds	<u>4,130,008</u>	<u>1,765,629</u>	<u>(1,769,981)</u>	<u>-</u>	<u>(339,000)</u>	<u>3,786,656</u>

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

**Restricted Funds:**

*General Annual Grant (GAG)* - Income from the EFA which is to be used for the normal running costs of the Academy, including education and support costs.

*Pupil Premium (PP)* - Pupil premium represents funding received from the EFA for children that qualify for free school meals to enable the Academy to address the current underlying inequalities between those children and their wealthier peers.

*Start Up Grant (SUG)* - This represents one off funding received from the EFA to contribute to the cost of converting from a school to an academy.

*Other DfE/EFA grants* - Income which has been received for specific purposes.

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**16. STATEMENT OF FUNDS (continued)**

*Other income* - Income which has been received for specific purposes, as set out by the donor.

*Pension reserve* – This represents the academy's share of the assets and liabilities in the Local Government Pension Scheme.

**Fixed Asset Funds:**

*Fixed assets purchased from GAG and other restricted funds* - This represents capital assets that have been purchased out of restricted GAG funding. The balance at the year end represents the NBV of assets.

*DfE/EFA capital grants* – These funds are received for direct expenditure on fixed asset projects. The balance at the year end represents the NBV of assets and any unspent grant amounts.

*Fixed assets donated by the EFA* - This represents assets received directly from the EFA, restricted for use in the charitable objectives of the Academy. The balance at the year end represents the NBV of assets.

**Transfers between funds:**

The transfer between funds in the year relates to the correction of an error in the funds analysis in previous years.

**17. 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	-	-	4,297,498	4,297,498	4,357,961
Current assets	-	342,980	-	342,980	225,487
Creditors due within one year	-	(171,822)	-	(171,822)	(149,440)
Pension scheme liability	-	(682,000)	-	(682,000)	(304,000)
	<u>-</u>	<u>(510,842)</u>	<u>4,297,498</u>	<u>3,786,656</u>	<u>4,130,008</u>

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

	2016 £	2015 £
Net (expenditure)/income for the year (as per Statement of financial activities)	(4,352)	54,867
<b>Adjustment for:</b>		
Depreciation charges	104,253	102,053
Losses on investments	(316)	(350)
Loss on the sale of fixed assets	7,007	-
(Increase)/decrease in debtors	(24,972)	254,350
Increase/(decrease) in creditors	22,387	(314,031)
Capital grants from DfE and other capital income	(64,931)	(260,000)
Defined benefit pension scheme finance cost	39,000	36,000
<b>Net cash provided by/(used in) operating activities</b>	<b>78,076</b>	<b>(127,111)</b>

**19. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2016 £	2015 £
Cash in hand	261,029	168,503
Total	261,029	168,503

**20. 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 Worcestershire County Council. 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.

Contributions amounting to £14,739 were payable to the schemes at 31 August 2016 (2015: £14,930) and are included within creditors.

**Teachers' Pension Scheme**

**Introduction**

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

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

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**20. PENSION COMMITMENTS (continued)**

**Valuation of the Teachers' Pension Scheme**

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

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

During the 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 £51,564 (2015: £63,072).

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](http://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 £92,000 (2015: £85,000), of which employer's contributions totalled £65,000 (2015: £60,000) and employees' contributions totalled £27,000 (2015: £25,000). The agreed contribution rates for future years are 13.3% for employers and 5.9% 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:

	<b>2016</b>	<b>2015</b>
Discount rate for scheme liabilities	<b>2.20 %</b>	4.00 %
Rate of Increase in salaries	<b>3.40 %</b>	3.70 %
Rate of increase for pensions in payment / inflation	<b>2.00 %</b>	2.20 %
Inflation assumption (CPI)	<b>1.90 %</b>	2.20 %

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**20. PENSION COMMITMENTS (continued)**

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	<b>23.5 years</b>	23.4 years
Females	<b>25.9 years</b>	25.8 years
Retiring in 20 years		
Males	<b>25.8 years</b>	25.6 years
Females	<b>28.2 years</b>	28.1 years

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

	Fair value at 31 August 2016 £	Fair value at 31 August 2015 £
Equities	<b>306,000</b>	202,000
Debt instruments	-	-
Property	<b>16,000</b>	-
Cash	<b>8,000</b>	2,000
Other	<b>15,000</b>	8,000
Other bonds	<b>23,000</b>	14,000
Total market value of assets	<b>368,000</b>	226,000

The actual return on scheme assets was £54,000 (2015: £(2,000)).

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

	2016 £	2015 £
Current service cost (net of employee contributions)	<b>(94,000)</b>	(87,000)
Net interest cost	<b>(10,000)</b>	(9,000)
Total	<b>(104,000)</b>	(96,000)

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

	2016 £	2015 £
Opening defined benefit obligation	<b>530,000</b>	403,000
Current service cost	<b>94,000</b>	87,000
Interest cost	<b>21,000</b>	16,000
Contributions by employees	<b>27,000</b>	25,000
Actuarial losses	<b>382,000</b>	-
Benefits paid	<b>(4,000)</b>	(1,000)
Closing defined benefit obligation	<b>1,050,000</b>	530,000

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**20. PENSION COMMITMENTS (continued)**

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

	2016 £	2015 £
Opening fair value of scheme assets	226,000	141,000
Return on plan assets (excluding net interest on the net defined pension liability)	11,000	7,000
Actuarial gains and (losses)	43,000	(6,000)
Contributions by employer	65,000	60,000
Contributions by employees	27,000	25,000
Benefits paid	(4,000)	(1,000)
	<hr/>	<hr/>
Closing fair value of scheme assets	<u>368,000</u>	<u>226,000</u>

**21. RELATED PARTY TRANSACTIONS**

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

ContinU Trust, deemed to be a related party due to J E Reilly and R Chadwick being trustees in both Companies. During the year ContinU Plus Academy made sales of £280,538 (2015: £309,472) and purchases of £6,700 (2015: £3,752) to ContinU Trust and at 31 August 2016 £32,480 (2015: £30,677) was owed by ContinU Plus Academy to ContinU Trust.

The Development Manager Limited, deemed to be a related party due to D Kent being a Trustee of ContinU Plus Academy and director of The Development Manager Limited. During the year purchases of £2,500 (2015: £2,500) were made from the Company and at 31 August 2016 £3,000 (2015: £Nil) was owed to The Development Manager Limited.

**22. 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.

**23. GENERAL INFORMATION**

ContinU Plus Academy is a company limited by guarantee, incorporated in England and Wales. The registered office is Finepoint, Finepoint Way, Kidderminster, Worcestershire, DY11 7FB.

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**24. 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.

The policies applied under the Academy's previous accounting framework are not materially different to FRS 102 and have not impacted on funds or net income/expenditure.

Under previous UK GAAP the trust recognised an expected return on defined benefit plan assets in income/expense. Under FRS102 a net interest, based on the net defined benefit liability, is recognised in income/expense. There has been no change to the defined benefit liability at either 1 September 2014 or 31 August 2015. The effect of the change has been to reduce the credit to expense by £5,000 and increase the debit in other recognised gains and losses in the SoFA by an equivalent amount.

**25. GUARANTEES, LETTERS OF COMFORT AND INDEMNITIES**

The EFA have a mortgage charge over the land created on 30 September 2013.